

SUCHARITATM

VOLUME - XXIV October - 2021



“स्वतंत्र भारत @75: सत्यनिष्ठा से आत्मनिर्भरता”



VIGILANCE DEPARTMENT
MAZAGON DOCK SHIPBUILDERS LIMITED
MUMBAI - 400 010



**CMD & FUNCTIONAL DIRECTORS
OF
MAZAGON DOCK SHIPBUILDERS LTD.**



VAdm. Narayan Prasad, IN (Retd)
Chairman & Managing Director
Additional Charge of : Director (Shipbuilding)
& Director (Corporate Planning & Personnel)



Cdr. Jasbir Singh, IN (Retd)
Director (Submarine & Heavy Engineering)



Shri Sanjeev Singhal
Director (Finance)



सत्यमेव जयते

राष्ट्रपति
भारत गणतंत्र

PRESIDENT
REPUBLIC OF INDIA

MESSAGE

I am happy to know that the Central Vigilance Commission is observing Vigilance Awareness Week on the theme "Independent India @ 75: Self Reliance with integrity; स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता" from 26th October to 1st November 2021.

As a nation, we have had a long and well-established tradition of integrity and ethics. It is our responsibility as citizens to re-affirm these ideals as we strive towards national development and self-reliance. It is the duty of all the citizens to be vigilant and combat corruption in every sphere of life.

I am happy to see that the Central Vigilance Commission is taking the necessary steps to bring the citizens together to strengthen our commitment towards progress and self-reliance while remaining rooted in our ideals.

I extend my greetings to all those associated with the organization of Vigilance Awareness Week at Central Vigilance Commission and wish the campaign every success.

(Ram Nath Kovind)

New Delhi

October 05, 2021



सत्यमेव जयते



भारत के उपराष्ट्रपति
VICE-PRESIDENT OF INDIA

MESSAGE

I am pleased to learn that the Central Vigilance Commission is observing Vigilance Awareness Week this year from 26th October to 1st November, 2021.

The theme of this year's Vigilance Awareness week is "**Independent India @ 75: Self Reliance with Integrity**; स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता" which is in consonance with the journey that our country has had since its independence. A Self-reliant India is a dream for all her citizens and such a dream can only be fulfilled with the participation of all. I have faith that everyone would adopt integrity and ethics in their daily life as we move in our journey towards self-reliance.

I hope to see all citizens and stake holders collectively participate in large numbers in the fight against corruption. We need to come together to reiterate the ideals of integrity, transparency and accountability and strive towards embracing the values that have guided us in our journey so far.

On this occasion, I commend the Central Vigilance Commission for their efforts in combating corruption and convey my best wishes for the success of Vigilance Awareness Week, 2021.


(M. Venkaiah Naidu)

New Delhi
30th September, 2021



सत्यमेव जयते

प्रधान मंत्री
Prime Minister

संदेश

केन्द्रीय सतर्कता आयोग द्वारा 26 अक्टूबर से 01 नवंबर, 2021 तक सतर्कता जागरुकता सप्ताह के आयोजन के बारे में जानकर प्रसन्नता हुई।

भारत की विकास यात्रा में देश के नागरिकों की मेहनत, सजगता और समाज व राष्ट्र के प्रति जिम्मेदारी के भाव की भूमिका अहम है। जन-भागीदारी और सामूहिकता की शक्ति से ऊर्जित देश आज बड़े संकल्प लेता है और उन्हें हासिल भी करता है।

भारत का जन-सामर्थ्य पूरी दुनिया में एक नया विश्वास भर रहा है। इस सन्दर्भ में आयोग द्वारा सतर्कता जागरुकता सप्ताह के विषय के रूप में 'स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता' का चयन प्रशंसनीय है।

'सबका साथ, सबका विकास, सबका विश्वास, सबका प्रयास' के मंत्र के साथ देश गत 7 सालों से भ्रष्टाचार के खिलाफ जीरो टॉलरेंस की नीति के साथ तेजी से आगे बढ़ रहा है। समय और निरंतर प्रयासों से देश में एक विश्वास कायम हुआ है कि भ्रष्टाचार को रोकना संभव है।

आज समयानुकूल और शुचितापूर्ण व्यवस्थाएं लोगों की जिन्दगी को आसान बना रही हैं। देश के नागरिकों को सशक्त करने के लिए जिस तरह तकनीक और नागरिकों की सत्यनिष्ठा को ताकत बनाया गया है, उसने सामान्यजन का आत्मविश्वास और आत्मसम्मान बढ़ाया है।

आज देश में जो सरकार है, वह देश के नागरिकों पर भरोसा करती है। पारदर्शी और सहज व्यवस्थाओं के कारण देश के जन-जन में यह भरोसा भी कायम हुआ है कि अब भ्रष्टाचारी बच नहीं सकता।

आजादी के अमृतकाल में आत्मनिर्भर भारत के विराट संकल्पों की सिद्धि की तरफ देश बढ़ रहा है। अमृत काल में हम सभी को एक बात हमेशा याद रखनी है- राष्ट्र प्रथम। मुझे विश्वास है कि केन्द्रीय सतर्कता आयोग का यह आयोजन, एक बेहतर भविष्य के लिए जीवन में, विशेषकर सार्वजनिक जीवन में, सत्यनिष्ठा, पारदर्शिता और जवाबदेही को बढ़ावा देने में महत्वपूर्ण सिद्ध होगा।

केन्द्रीय सतर्कता आयोग को इस पहल और भविष्य के प्रयासों के लिए बहुत-बहुत शुभकामनाएं।

(नरेन्द्र मोदी)

नई दिल्ली
कार्तिक 03, शक संवत् 1943
25 अक्टूबर, 2021

राजनाथ सिंह
RAJNATH SINGH



रक्षा मंत्री
भारत
DEFENCE MINISTER
INDIA


MESSAGE

It is heartening to know that Central Vigilance Commission (CVC) is conducting a public campaign for promotion of integrity in public life through Vigilance Awareness Week from 26th Oct to 01nd Nov, 2021.

I am delighted to know that the Commission has chosen स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता (Independent India @ 75: Self Reliance with Integrity) as the theme for the campaign, which bolsters the idea of "Aatmanirbhar Bharat" and complements "Azadi ka Amrit Mahotsav" celebrations. Promotion and adoption of systemic improvements and good practices, Integrity Pledge, workshops and similar sensitization programmes for employees and other stakeholders shall certainly spread awareness on the issues related to combatry corruption. Corruption free system is very important for a meaningful democracy.

I convey my best wishes to the CVC for organizing the Vigilance Awareness Week, and sincerely hope that it will strengthen our resolve to incorporate a sense of ethics and integrity in all aspects of our everyday life.

Date: 14 Oct, 2021
Place: New Delhi


(Rajnath Singh)



सत्यमेव जयते

केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
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सं./No..... 11.10.2021

दिनांक / Dated.....

MESSAGE

Vigilance Awareness Week (26th October to 1st November, 2021)

It is a matter of pleasure that during the current year the Commission has issued the guidelines for observing Vigilance Awareness Week from 26th October, 2021 to 1st November, 2021. The theme for the current year's Vigilance Awareness Week is as under:

“स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता”
“Independent India @ 75: Self-Reliance with Integrity”

Self-reliance and integrity are the two ideals which need focus as they are important for achieving all-round progress and development of the country. During the Vigilance Awareness Week there is an opportunity for all to re-affirm ourselves towards our collective duty and responsibility to ensure transparency and integrity in the systems and procedures.

This year a special initiative has been taken to create awareness for the complaint mechanism available under the Public Interest Disclosure and Protection of Informers (PIDPI) resolution. During the current year, all the organizations have also been requested to focus on improvements in internal processes and other house-keeping activities.

The Commission appeals to all the citizens of the country to come forward, during the 75th year of Independence, and support the drive to achieve self-reliance with integrity.

(SURESH N. PATEL)
Central Vigilance Commissioner



FOREWORD

I am glad to note that Vigilance Department is bringing out the 24th edition of 'SUCHARITA', in-house journal on the occasion of Vigilance Awareness Week-2021, being observed from 26th October 2021 to 01st November 2021.

Vigilance is undoubtedly an important management function. The robust vigilance mechanism plays a vital role in the success of any organization. It assists the organization in maintaining integrity, transparency and fairness in its business dealings. The basic objective of observance of 'Vigilance Awareness Week' is to sensitize all stakeholders about the ill-effects of corruption and its consequences in the society and development of nation. I am hopeful that "**SUCHARITA**" will serve as a means to inculcate better values among our employees.

This year, the theme of 'Vigilance Awareness Week' is "**Independent India @ 75: Self Reliance with Integrity; स्वतंत्र भारत @75 : सत्यनिष्ठा से आत्मनिर्भरता**". We, in MDL, are committed to abide by ethics, values, integrity, transparency and accountability while making day-to-day decisions for a corruption free and prosperous MDL.

I appreciate the efforts taken by Vigilance Department in publishing 'SUCHARITA-XXIV' which is not only insightful but stimulating the thoughts of readers. I am glad that vigilance department is making sincere efforts in creating awareness about policies and guidelines through their various sensitization training/awareness programs, primarily focusing on preventive and participative vigilance administration.


VADM. NARAYAN PRASAD, IN (Retd.)
CHAIRMAN & MANAGING DIRECTOR

Mumbai
16th October 2021



PREFACE

Vigilance Awareness Week (VAW) - 2021 will be observed in MDL from 26th October to 01st November 2021. On this occasion, Vigilance Department is bringing out in-house Journal "SUCHARITA-Volume XXIV."

Vigilance is not a standalone activity. It is everyone's responsibility. Corruption can be symptomatic of many social ills so the fight against it must be multifaceted. The very purpose of vigilance awareness week is active participation of all stakeholders in fighting the menace of corruption and to promote integrity, transparency, fairness and equity in governance.


Corruption is a major obstacle to economic development. Corruption hinders growth and prosperity by distorting business activity, reduces investment, dampens the intended effect of policies, and hinders the functioning of institutions. This year, the Central Vigilance Commission has chosen the theme "**स्वतंत्र भारत @75: सत्यनिष्ठा से आत्मनिर्भरता - Independent India @ 75: Self Reliance with Integrity**". Through this theme, commission urges all citizens to join hands in fighting corruption and ensuring Integrity in Public life to usher in a new era of a **self-reliant India**.

I am glad to note that in MDL, Vigilance functions are more proactive, participative and preventive and is an integral part of managerial function. Vigilance department is serving its purpose to enhance the level of managerial efficiency and effectiveness in the organization and to create an environment conducive for attaining the Corporate goals through good governance.

I am sure that with collective, cooperative and whole hearted efforts of all of us, we can create a corruption free, healthy work environment in the organization.

Vigilance Department of MDL convey its sincere thanks to Chairman & Managing Director and all functional Directors for their guidance and co-operation in making this celebration of 'Vigilance Awareness Week' a grand success.

MDL, Mumbai
16th October 2021


Mahesh Chandra, IRSS
Chief Vigilance Officer

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Systemic Improvements Suggested & Implemented

1. Attendance Recording System (Cases of NPI / NPO / AOD)

1.1 Brief Introduction:

Vigilance department conducted a surprise check on reports of regularization for AOD (Away on Duty), NPI (Not Punched IN) and NPO (Not Punched OUT) in the Attendance Recording System (ARS) in SAP.

1.2 Background:

During the investigation, it was revealed that the authorisation for regularisation of punched timing was given to many HR Executives and even to some of the Fixed Term Employees without approval of competent authority. The authorised employee could regularise his/her own punched timing in ARS in SAP. The regularisation of AOD/NPI/NPO was frequent in ARS in SAP. In some cases, late coming or early leaving w.r.t. the scheduled shift timings were also found to be regularised.

The present ARS system in SAP is technically foolproof and chances of error in recording or recording being un-noticed are very rare.

1.3 Implementation:

The following Systemic improvements suggested by Vigilance Department were implemented.

- (i) The authorisation to regularise the Punch IN and OUT timing in SAP ARS should be entrusted to very limited Executives and such executives should approve the same after due check.
- (ii) The System (ARS) itself should prevent any executive upto a particular rank to regularise his/her own NPI/NPO/AOD.
- (iii) CIT department should issue authorisation for specific T-codes in SAP to the selected HR Executives only with the approval of GM (HR).
- (iv) Periodical 'Exception' report about frequent use of NPI/NPO/AOD facility may be generated by CIT for information of concerned HOD/HOS.
- (v) The ARS system should be modified suitably so that it does not permit correction in Timing except NPI/NPO/AOD. If NPI/NPO is due to system error, then the executive should inform CIT department who will suggest some alternate method.
- (vi) NPI/NPO should not be regularised for overtime/incidental allowance and Saturdays.
- (vii) AOD facility should be used / approved by competent authority for official purpose only.

1.4 Impact and Benefits:

Improvement in the controls of ARS system with the help of IT Department, the possibilities of irregularities in attendance regularization system are prevented.

2. Medical Bill Claims

2.1 Brief Introduction:

The medical bills submitted by the executives for themselves as well as their dependent family members and the same are reimbursed as per MDL Medical Attendant Rules.

2.2 Background:

As a part of preventive vigilance function, a spot check of Invoices pertaining to Medical Bills/claims of the Executives was carried out for a period of six months. Out of 12 sample claims, prima facie some suspicion arose in five claims and the same were investigated in detail. In one case, an amount greater than the claimed amount was reimbursed. In some cases, there exists some grey area to determine whether

the surgical treatment was cosmetic or non-cosmetic. Though, the expert/ third party opinion was obtained in addition to the views of MDL Doctors as well as the treating doctors, it was difficult to define the type of surgery (i.e. whether cosmetic or non-cosmetic) in absence of complete reports/information. It was also observed that in such cases of specialised treatments, where MDL's doctors may not possess adequate expertise/knowledge and there may be an element of doubt, the advice of third Party Expert doctor was not obtained to understand the proposed treatment plan and to adjudge the admissibility of medical claim as per MDL Medical Attendant rule.

2.3 Implementation:

As a systemic improvement in certification of Medical bills in line with MDL Medical Attendant rules, following was suggested and the same was implemented by issuing necessary directives from the competent authority.

a) In the case of admission in a Panel Hospital, the Credit Note should be issued only after receipt of Admission Request Note (ARN) duly filled, signed & stamped by the Hospital Administration. The Medical Officer of MDL who is authorized to issue Credit Note should get him/herself satisfied with the content of the ARN. If required, clarifications may be sought from the treating Doctor who has signed it. Also, Third Party Expert Opinion may be sought in respect of cases where the MDL Medical Officer has doubt w.r.t admissibility of the proposed line of treatment as per MDL Medical Attendant Rule.

The Medical Dept. should make sufficient provision in the Capital budget to get expert opinion in the event of requirement and to make payment of their professional fees for rendering the services.

b) In the case of admission to a Non-Panel Hospital, the employee should obtain consent of CMO/Nominated Medical officer, preferably 24 hours prior to the hospitalization, if it is a planned/Non-Emergency Case. In case of emergency, the employee should intimate to the Medical Dept. about the hospitalization (self or dependents) within 48 Hours from the time of hospitalization. Also, the treating Doctor's letter indicating major complaints, status of the patient at the time of admission, diagnosis and proposed line of treatment etc. should be attached. The communication should be addressed to the CMO and should be sent via Fax / Email/WhatsApp or by submitting a memo to the Medical Dept. as per the viability of the employee.

c) In the case of certification of hospitalization claims of panel/non-panel hospitals, a standard check list for areas of concern pertaining to Medical, SB(HR&ER) & Finance-Payroll Section should be prepared, considering all aspects which are essential for proper scrutiny of the claims e.g. claim amount by the hospital/employee, certification & payment made against the same. Under no circumstances, the certified amount should be greater than the claimed amount by the hospital/employee. If some legitimate claim is missed out by the employee, the same should be separately dealt with and be considered subject to submission of the claim by the employee along with supporting documents.

d) The list of the items which are non-Payable in accordance with MDL Medical Attendant Rule, should be updated regularly. A comprehensive list should be hosted on the MDL's portal for transparency. The deduction proposed by the Medical Dept. should be clearly indicated on the tax invoice and the same should be supported with back up calculation.

e) The hospitalization claims should be properly acknowledged on the covering letter submitted by the Hospital/Employee. The main page of the Tax Invoice should be certified by CMO or nominated medical officer with the applicable remarks.

f) Upon receipt of the claim in the Medical Dept., it should be first sent to CMO for his/her noting and thereafter it should be marked to the Medical Officer concerned by CMO if the claim is to be scrutinised/certified by MO other than CMO.

- g)** Any Communication amongst Medical, HR & Finance-Payroll Section, regarding hospitalization claim, should be carried out through proper Office Memo with clear-cut indication of "Remarks/special attention, if any".
- h)** In spite of implementation of above steps, if by oversight/ negligence of any of the employees, it is observed that the claimant is in receipt of extra payment than the claimed amount, the onus is on the claimant to report such incidence to the authorities concerned immediately so as to take corrective action promptly. Failure to report such incidence by the employee should be viewed seriously.
- i)** The data entry of the hospitalization claims should be carried out in Medical Dept. by deploying adequate manpower to cater the need. Also, confirmation regarding dependency and other aspects {Ceiling Limit of Hospitalization Claims, Dependent Status, Cases of recovery of the Non-Approved Hospitalization Claims pertaining to other than Critical (Super Speciality) diseases should be verified and obtained from concerned HR office.
- j)** All Employees should be asked to maintain the record of Hospitalization, Consultation, Diagnostic Tests Reports & Medical History pertaining to themselves and their dependents. The same should be shared with the Medical authority of MDL as and when requested.

2.4 Impact and Benefits:

With the implementation of the above mentioned Systemic improvement, the possibility of excess/undue payment against admissible medical claims is eliminated.

3. Procurement of Items w.r.t. Make / Model

3.1 Brief Introduction:

A capital item comprising of Battery operated Transmitter and Receiver to be used at outdoor site was tendered out on open tender basis. The minimum required technical parameters were specified in the tender and the bidders were asked to quote a specific make/model or its equivalent for the tendered item. The Pre-Qualification Criteria (PQC) was to have experience of supplying this type of item during last 3 years.

3.2 Background:

The minimum required technical specifications were defined based on the specified make with minor changes to make it generic item. Offers were received from 6 bidders quoting 3 different makes/models. Out of 06 bidders, only one bidder was techno-commercially qualified and considered for price bid opening. Remaining 05 bidders were disqualified due to non-compliance to either technical parameters or PQC.

On investigation, it was observed that the items were required with 'auto-off feature within selectable time of 5, 10, 20 and 30 min to save battery life'. One of the bidder had specified in the offer that based on their experience this feature is not essential and hence not offered. The justification for deviation given by the bidder was accepted by TNC without any correspondence.

Another bidder has offered an item with broad compliance to technical parameters and specified in the offer that they would be happy to give point wise compliance as the tendered item appears to be similar to a specific make. This bidder was disqualified due to technical deviation in a single parameter without any correspondence. The deviation in the same parameter offered by other bidders was accepted but they were disqualified against non-compliance to PQC. The technical deviations were not specified in the final Technical Acceptance / Rejection Report.

The technical irregularities were found due to technical in-competency of the executives involved in defining the tender specification and technical evaluation.

3.3 Implementation:

As a systemic improvement the following was suggested and the same was implemented through a memorandum from the Functional Director concerned.

When requirement of any item is projected based on technical specifications equivalent to any make / model available in market, due care should be taken in defining minimum (mandatory) requirement of technical specifications/parameters in the tender in such a way that,

- (a.) the specifications do not belong to only a single make/model.
- (b.) the specifications should be available in TOTO in more than one make.
- (c.) the specifications are not overrated w.r.t. the place and environment where the item is intended to be used.
- (d.) If such parameters / operational features are available at variance in different Make / Model, then the Tender should clearly specify the equivalent acceptable options so as to avoid ambiguity during technical scrutiny stage.
- (e.) If some variations in parameters / operational features which are considered equivalent and acceptable as they meet tender requirement, then such range or options of parameters / features should be clearly defined in the Tender to maintain transparency.
- (f.) TNC recommendation regarding acceptance / rejection of the offers should be given by the committee as a whole. Responsibility of the members of the committee is not restricted only to their domain (i.e. either technical or commercial). The joint verification of technical evaluation would help eliminate the lapses on individuals' part.
- (g.) Dealing commercial executive needs to be more careful as negligence or avoidance on his part in verifying whether the bidders are Local Suppliers or Non Local Suppliers, may lead to further violation of Make in India Policy and injustice to the qualified Local suppliers, if any.

3.4 Impact and Benefits:

With the implementation of the above mentioned Systemic improvement, the possibility of favouring any single brand/make during procurement is eliminated and transparency as well as competitiveness in procurement is increased.



Inauguration of VAW 2020





Shri Mahesh Chandra
Chief Vigilance Officer

The Importance of Integrity at the Workplace

Let us understand integrity and its benefits to an individual and an organisation in a simple format.

Integrity as a concept: Integrity means being honest and having strong moral principles. A person with integrity behaves ethically and does the right thing, even behind closed doors.

For instance, informing a bank cashier that he gave more money than due or going back to the store to pay for something you forgot to pay for are two examples of showing integrity in everyday life.

Main Traits associated with integrity

Beyond having strong ethical standards, having integrity means you are:

- ✓ Expressing gratitude for others.
- ✓ Valuing honesty and openness.
- ✓ Taking responsibility and accountability for your actions, good or bad.
- ✓ Respecting yourself and others around you no matter where you are.
- ✓ Demonstrating reliability and trustworthiness,
- ✓ Showing patience and flexibility, even when unexpected obstacles show up.

What does it mean to have integrity at work?

Integrity at the workplace is the same as it is outside of work place. The only difference is that integrity at work supports a company and leader's set of moral and ethical standards. This will result both in happier employers and employees.

What is integrity at the workplace?

Workplace integrity is vital to decision-making, serving customers, and managing employees. It's also crucial in reducing costly errors, avoiding illegal activity, and keeping the organization's core values top of mind.

For instance, reviewing policies and procedures before starting a complex task or being honest about forgetting to do an important task are two examples of showing integrity at work.

Having integrity at work means you are:

- Reliable and dependable (i.e., you show up to work on time).
- Trustworthy, especially with classified information and high-risk tasks.
- Practising and encourage open communication with your colleagues and managers.
- Respectful, honest and patient with your colleagues, managers and customers.
- Having a strong work ethic and strive to produce high-quality work consistently.
- Responsible for your actions, especially when you make a mistake.
- Making sound decisions, even under high-stress situations.
- Equipped to provide high-quality service to your customers.

Organizations with integrity keep high-value customers, reduce employee turnover, improve productivity, and make smart decisions.

Why is it important to have integrity in the workplace?

Integrity is important in the workplace because it:

1. Promotes better leaders

Companies that hold their managers up to high ethical standards promote strong and ethical leaders. Leaders with integrity understand that their actions, words, and decisions shape the company's values, culture, and morale. They value their customers, become role models for their team, and act with good intentions rather than with selfish motives.

2. Helps foster an open and positive work environment

A strong organization values integrity as a way to foster an open and positive work environment. When employees know their company operates on strong values, they feel comfortable sharing ideas, connecting with their team, and being themselves.

3. Promotes an ethical approach to decision-making

From protecting stakeholders to creating new products, upholding strong moral standards in the workplace helps team members make deliberate and thoughtful decisions.

4. Encourages diversity, equity, and inclusion

Companies that promote integrity value having a diverse team. They welcome a variety of perspectives, celebrate differences and strive for equality in the workplace.

5. Promotes strong and resilient teams

Teams are strong and resilient when they have a set of standards as guidance. They also feel a sense of meaning and purpose at work. This contributes to their morale, productivity and engagement.

6. Actively builds and maintains trust

Honesty and integrity are the main pillars of trust — an essential component for building credibility. As businesses strive to keep customers and employees, their credibility is the driving force that influences them to stay.

Demonstrating integrity at work

Here are five ways to demonstrate integrity at the workplace:

1. Respect others' opinions

One of the best ways to demonstrate integrity at work is by honouring your colleagues' and managers' opinions and ideas, even if you disagree.

For instance, instead of turning down an idea, try to see things from their perspective first. Why do you think they chose that idea? Could you be wrong with your opinion?

If you're unclear about what they mean, kindly ask for clarification or ask specific questions to understand. For example, you could say, "Can you please explain how we could implement your idea step-by-step?" Or, "Can you clarify what you mean by ___?"

Or, you can use the tried-and-true 'treat others how you want to be treated' philosophy when responding.

2. Address conflict honestly and respectfully

Workplace conflict can quickly turn into a sticky situation and may even lead to termination if not handled well. The best way to address conflict is to respond calmly, honestly, and respectfully.

First, make sure you understand what the conflict is really about. Is a customer unhappy with a transaction? Do you disagree with your manager's decision? Why? Once you're clear on the root of the conflict, validate feelings, apologize if needed, and try to reach a solution. If you can't find a solution, ask for support from a manager or HR if needed.

3. Be a role model

Modelling integrity is a powerful way to be a change-maker at your organization. This means taking responsibility for your decisions and actions, especially when you make a mistake. Being honest and respectful, keeping your promises and staying engaged with your work is crucial. As a role model, you'll not only encourage other team members to follow suit, but you'll also promote a positive company culture.

4. Be ready to work

Coming to work prepared and ready to tackle your responsibilities is essential to integrity at work. Set yourself up for a productive day by eating a healthy breakfast, getting enough sleep the night before, and carving out some alone time before heading to work. Take your morning even further by adding a wellness practice like mindfulness meditation, tai-chi, or yoga. When you get to work, grab a notepad and plan your schedule for the day. What do you need to accomplish by the end of the day? Who do you need to speak with? Once you're set on your goals for the day, make sure you have all the tools you need to complete your work. Then, start taking action and check off the items on your to-do list, one by one.

5. Report unethical behaviour

It may seem uncomfortable to report your colleagues or managers for unethical behaviour. However, it's a vital part of holding your company accountable to the moral standards they've set in place. When reporting unethical behaviour, be as specific as possible. Explain who offended company policies, how they offended them and where and when you saw the action take place.

Prioritizing integrity at the workplace

Having integrity in the workplace is essential to building trust with your colleagues and managers. It's also integral for making ethical decisions and addressing challenges calmly and purposefully.

(Source: Writings of Dr. Shonna Waters, Vice President of Alliance Solutions)



**Talk by Eminent Speaker
(Shri Kamalkant Meena, IRRS)**


**MAZAGON DOCK SHIPBUILDERS LTD.
VIGILANCE AWARENESS WEEK - 2020**
**TRAINING PROGRAMME ON GOVERNMENT
E MARKETPLACE (GeM)**
BY SHRI KAMALKANT MEENA, IRRS
22.10.2020
PHOTOS BY PRAKASH MANTHU





Shri T J Jacob

HoD/AGM (Vigilance)

Independent India @75 "Self Reliance With Integrity"

Our Nation is gearing up to celebrate the 75th year of her Independence on August 15, 2022. The theme "Independent India @75: Self Reliance with Integrity" ("स्वतंत्र भारत @75: सत्यनिष्ठा से आत्मनिर्भरता ") has been best chosen by CVC for the VAW-2021, to suit this grand event.

1. Self-Reliance: Being Independent does not mean that one can go upto any extent to meet the goal. That is where the second part of the theme - **Self Reliance with Integrity**- assumes significance. The word "Self Reliance" means reliance on one's own efforts & abilities.

India is a Nation with a vast pool of **Talent, Knowledge & Expertise** since last many centuries. By proper blending of all these three resources, with "**Integrity**" as the Motto, we can declare to the World that "**We are the best**".

It is imperative that the public must be motivated to fight against corruption if India is to succeed in her goal towards achieving self-reliance with integrity.

As per the advice of CVC, all Government Organizations & Public Sector establishments are giving more emphasis on **Preventive Vigilance** in the recent years. It helps in inculcating the habit of "**STA**" (**Stop, Think & Act**) before doing anything.

In a recent press brief, Hon.RM Shri. Rajnath Singhji has stated that the Armed Forces are fully equipped to deal with any challenge that endangers the Safety, security, Unity & Integrity of our Motherland.

Towards an "**आत्मनिर्भर भारत**", which is the vision of our Hon. PM Shri. Narendra Modiji, 41 Ordnance Factory Boards (OFBs) were corporatized into 7 DPSUs on 15th October 2021, thereby enhancing self-reliance in Defence. It assumes significance as it is happening in the 75th year of Independent India.

Self-reliance in Defence manufacturing is a crucial component of effective defence capability and to maintain National Sovereignty and achieve military superiority. Attainment of this will ensure strategic independence, cost effective defence equipment and may lead to saving on defence Import Bill, which can subsequently finance the physical & social infrastructure.

2. Integrity: Integrity of a person can be understood by the way he/she behaves while being not watched or while he/she feels of not being watched. It is similar to the general habit of jumping a Red signal while being not manned by Traffic Police.

An Organization's most valuable asset is its **reputation**. We need to practice "Integrity" as a way of life. Also, we need to be recognized as persons of high integrity, in the eyes of public. It is viral in nature. When one practices a life of Integrity, the people around will also follow the same.

The focus of CVC & Vigilance units of Ministries/ Organizations has been shifted from Punitive vigilance (Punishment to the guilty) to Preventive Vigilance, with primary importance assigned to Integrity.

3. Integrity Pledge (Courtesy : Vigilance Manual-2017, Ch:11.5 & 5.2) : Corruption can be linked to lack of ethical values. Inculcating Ethical & Moral values in the citizens (i.e. Truthfulness, Honesty, Integrity, Probity, Courage, Uprightness, Respect for & Obedience to Law etc) is the foundation stone of any society's fight against corruption. If the Citizen is taught to say "NO TO BRIBE", the "Supply side of corruption" automatically gets stifled.

It is to foster probity & integrity in public life, CVC has launched the "Integrity Pledge" which can be taken electronically by Citizens as well as Organizations.

By taking this Pledge, citizens commit to uphold highest standards of Honesty & Integrity by following Probity and Rule of law in all walks of life, to neither take nor bribe, to perform the tasks with Honesty & Transparency, act in public interest and report any incident of corruption to appropriate authority.

Similarly, by taking this Pledge, Organizations would affirm their commitment to eradicate corruption and to uphold highest standards of Integrity & Good Governance by promoting a culture of Honesty & Integrity in the conduct of their activities, to neither offer nor accept bribe, commit to Good Corporate Governance based on Transparency, Accountability & Fairness, adhere to relevant Laws, Rules & Compliance mechanisms in the conduct of business, adopt a code of Ethics for all its employees, sensitize their employees of Laws, Regulations etc. relevant to their work for honest discharge of their duties, provide Grievance Redressal & Whistle Blower Mechanisms for reporting grievances and fraudulent activities and protect the rights and interests of stakeholders and the society at large.

4. Integrity & Ethics: Integrity & Ethics are closely related, whether it is related to a Citizen or an Organization. A person or an Organization maintaining high ethical values will surely maintain higher level of integrity also in all the transactions. It is not that one just behaves in an ethical value with integrity but it should also be understood by the people around as well as the Organization.

Govt/Public servants holding responsible positions need to be always loyal to the chair which they hold. Personal relationship (colleagues, junior-senior relationship) should not come in the way.

Illustration: I would like to illustrate Ethics with the help of a Case Study on Moral Dilemma in Ethics & integrity: You are walking from your home. There is a railway track nearby which bifurcates some distance away, one leading to a dead end nearby. On your way, you have noticed that 02 of your kids & 2 of their friends (total:4 kids) are playing on the live track. Also, you notice that 1 child is walking on the dead track, enjoying a music on his mobile. You can see the moving train from a long distance. You have got an option before you: either to divert the tracks at this point to save your kids or allow your kids to die. What will you do?

As a father, you feel it is your right to save your kids. A 3rd person may also comment: one needs to save maximum no of kids- in this case, it is the 4 kids who need to be saved, instead of the other lone child.

But see the Crux: The 4 children (including your kids) are playing on the live track (which is against the rule). But the lone kid who is walking on the dead track has not violated any rules. If you divert the route in the direction of the lone kid, you may save the 4 kids (including 2 kids of you) but you will be forcing an innocent kid to death, which proves you are totally lacking in ethics.

Ethics says: **The kid who has been walking on the dead track should not be made a scapegoat as he has not violated any rules.**

Conclusion:

As vigilant citizens of the Nation as well as dutiful personnel of MDL, let's all continue to move ahead with the motto that we will not even slightly deviate from the ethical values and Integrity.



PIDPI COMPLAINTS: WHAT ARE THEY? & WHEN SHOULD YOU MAKE THEM?

1

Complaints made under Public Interest Disclosure and Protection of Informers Resolution are termed as PIDPI complaints

2

If any complaint is made under PIDPI, the identity of the complainant is kept confidential

3

The complaint should be addressed to the Secretary, Central Vigilance Commission and envelope should be marked as "PIDPI"

4

Only complaints against Central Government officials (including PSBs, PSUs and UTs) will be taken into cognizance

5

For more details visit <http://www.cvc.gov.in>.

**A VIGILANCE AWARENESS WEEK
2021 INITIATIVE**



**PUBLIC INTEREST DISCLOSURE AND PROTECTION
OF INFORMER RESOLUTION, 2004 (PIDPI)**

IS THERE CORRUPTION AROUND YOU? LODGE A COMPLAINT UNDER PIDPI.

**YOUR IDENTITY SHALL BE KEPT
CONFIDENTIAL**

A VIGILANCE AWARENESS WEEK 2021 INITIATIVE

**SEND COMPLAINTS IN WRITING TO:
The Secretary, Central Vigilance Commission
Satarkta Bhavan , Block-A
GPO Complex , INA
New Delhi - 110 023**

**(MARK THE ENVELOPE AS "PIDPI". COMPLAINTS SHOULD ONLY BE
AGAINST CENTRAL GOVERNMENT EMPLOYEES, INCLUDING PSUs, PSBs
AND UTs etc.)**



Shri S R Devikar
ED (SB-C)

Independent India @75 "Self Reliance With Integrity"

We have completed 75 years of self-rule where we adopted democratic principles of "By the people, Of the people, For the people". I leave it to the readers to judge whether this principle of Independency has been fulfilled in last 75 years in letter and spirit. Though we consider this as a crusade of freedom movement, today it is a small part of the meaning of word "Independent". This talks only about the political independency from rest of the world. But can we otherwise remain independent of the rest of the world is a million-dollar question. Today the world has shrunk to a village and there are no monopolies in the trade. We can reduce the import gradually by producing the goods in India but it will be countered by the affected country by stopping exports to them from India. Thus a balance of import and export need to be achieved to a great extent by policies and politics. This issue is somewhat addressed by General Trade Agreement which allows to clamp anti-dumping duty in place of ban on import. However, it all depends on how we handle the situation and achieve desirable balance of trade.

There are many raw materials which are not available in India and we have to depend on other countries for fulfilling our need either for industrial or general purpose. In case of critical raw material like Nuclear Fuel, Crude oil we need to maintain good relations with supplier countries which, may sometimes dictate conditions detrimental to our sovereignty. To be able to address such issues without even a scratch to our sovereignty is a skill of our political leaders and the strength for this is derived from might of India. This might is according to me a large part of Independent India. We also need to keep ourselves militarily fighting fit both in terms of equipping them and keeping their spirit high so as to ward off any hostile bid by any country. Keeping our forces in high spirit is another large part of might of India. We are fortunate to have both these large part of strengths contributes to mighty India.

As I said earlier, our democracy is "By the people, Of the people, For the people". I also said that let the reader decide whether this part has been fulfilled in Independent India. Let's have a look:

- a) **By the people:** Yes, we do conduct fair election for all the political posts including village level. We are number 1 independent in this. However, it is a different matter that the voter gets carried away by the promises. Only the education can help in such occurrences.
- b) **Of the People:** This ought to be a largest amongst all strengths of India but unfortunately it is not. We have commerce, businesses, employment which are contributing to the exchequer. Then where the problem is? Lack of Integrity or partial Integrity? We have read in history that Great warrior Tanaji first went on to mission, sidelining marriage of his son. The thought of nation first is an Integrity towards nation. The country those have the people who thinks of the Nation as first priority is a mightier nation however small it may be. Another integrity is towards master / employer and off course there comes a national cultural integrity where all people live peacefully despite their faith and stand together on the issue whether it be a national, local or even neighborhood issues. When we citizens start thinking of the nation and contribute our might in terms of the applicable

laws, rules of the Nation with integrity, there is no doubt that we will be able to call ourselves biggest Independent mighty nation. This is a theme **"Self-reliance with Integrity"**.

- c) **For the people:** As the citizens are expected to work in favor of nation, the Government is expected to work in favor of its citizen. Government is supposed to interest of the citizen as their prime objective while governing and should collect the taxes as the Bee collects honey from flowers. Bee gets honey, flower gets pollination and both are happy. Same way Government should collect taxes which do not hurt citizens and in return give them the facilities and development. The Honesty from both the sides is an integrity, following which we can achieve the objective of the theme **"Independent India @75: Self Reliance with Integrity"**.



Overview on Vigilance: CVO's interaction with CMD and Directors of MDL





Shri Debabrata Shome
GM (F-P&S)

Importance of Ethics in Public Sector Undertaking

1. **A big hurdle to the speedy development of PSU in India.**

If one were to list out the hurdles for the growth and development of India's PSUs, one would mention - without a moment's thought - eroded ethical value as one of the key factors. It is a well-recognised fact that, both ethical and unethical ecosystems co-exist in any PSU. This unethical ecosystem is a great corroding force that slowly eats up the core of the PSU, and hampers its growth. Let's also not lose sight of the fact that an unethical ecosystem smothers noble impulses, breeds corruption and turns certain employees into monsters.

2. **What is ethics?**

Ethics is what guides us to:

- tell the truth
- keep our promises
- help someone in need
- avoid misuse of power
- stay honest
- unbiased decision/action
- be responsible to one's job, etc.

There is an underlying framework of ethics guiding our lives on a daily basis – helping us make decisions that create positive impacts, and steering us away from unjust outcomes. Ethical values guide us to make the society (and the nation) a better place through the choices we make.

Ethics is concerned with:

- values of transparency and accountability
- fairness and honesty to deal with bribery and corruption
- staying away from availing undue benefits
- adherence to timelines to complete tasks on time
- delaying the assigned task to get extra time allowance.
- maintaining a fair atmosphere, etc.

3. **Ethics in business is just as important as ethics in personal life**

Ethics in PSUs signifies the application of ethical rules in the organisation. Principles and Guidelines which regulate the behavior and conduct of every employee towards the organisation, is referred to as public sector ethics. It is that part of practical jurisprudence, which governs the management/operations of a PSU and its relationship with the employees/ customers/ vendors/ society at large. It also covers issues of honesty and transparency in the conduct of the Management – dealing with matters such as bribery, corruption, conflict of interest, discretionary power, avoiding the appearance of impropriety, etc.

4. **Role of Top Management**

Ethics addresses the fundamental premise of a public sector undertaking and its CEO's duty as a "steward" to the public – specifically employees, suppliers and customers. Here ethics is primarily related to the functioning

of the organization & the individual's role in it. Every individual has a unique role and a great responsibility in shaping the ethical culture of their organisation, and thereby influencing their broader communities as well. There is also an internal set of ethical principles which is liable to questioning whether their actions would hold up to stakeholder scrutiny or not. It places a bigger responsibility upon all individuals regarding their own conduct in their personal lives.

5. **Consequences**

Unethical activities can have damaging effects in an organisation:

- a) Leads to malpractices in the system
- b) Adversely affects the morale of the honest and self-motivated employees
- c) Has a snowballing effect – leads to greater manipulation across the entire organisation
- d) Leads to lower level of productivity, and in turn lower growth, lower profit, lower incentive, lower dividend.

It's very tough to handle an organisational crisis – but avoiding it or postponing a response could make more worse. An organisation should adhere to its ethical values when coming up with a plan to handle an ethical crisis. In other words, act in a way that promotes the greatest common good and encourages trust, rather than diluting it.

6. **Importance**

Ethics has influence over every decision and action taken by the Management – from personal lives to professional careers, and beyond. Management is part of an interconnected organisational team, and their contributions to the organisational growth (no matter how big or small) can have a long-lasting impact on growth & development of the organisation. Management has a unique opportunity to create and influence the ethical culture of the organisation, as well as of the different stakeholders like shareholders, employees, vendors and customers, which in turn increase brand value of the organisation.

7. **Being unethical is no longer a stigma in Corporate world**

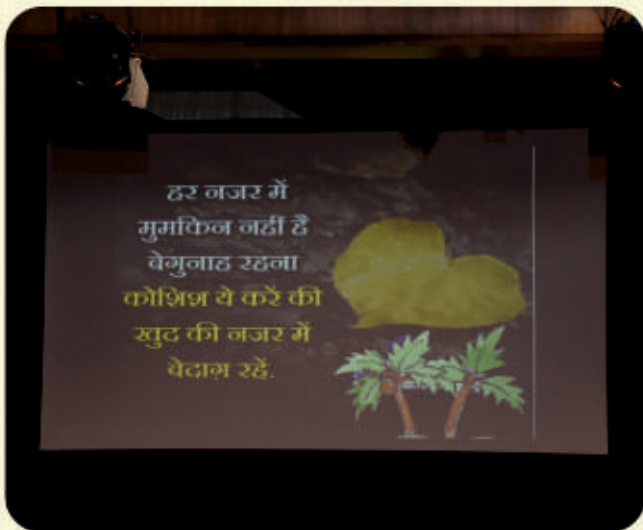
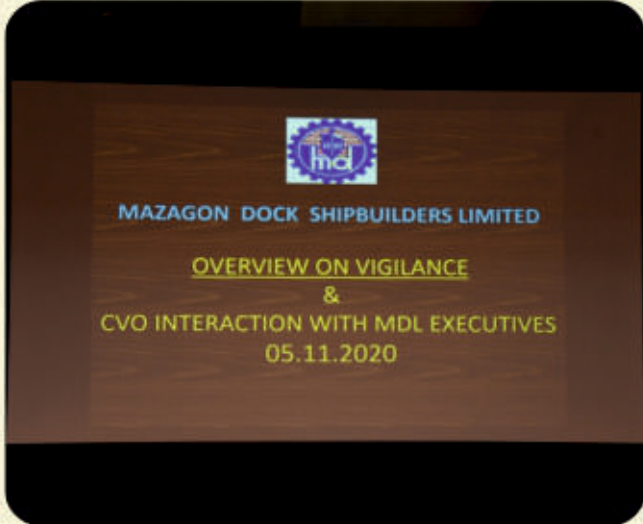
Unfortunately, lack of ethics has been accepted as a way of life nowadays and no social stigma appears to be attached to it. It is like that few individuals are regularly using company's resources for personal use, egoism on decision making, faster promotion for an incompetent due to political inclination or closer to senior, undue benefits, delaying the assigned task to get extra time allowance, recording attendance without physical appearance.

8. **Conclusion**

Integrity, transparency and accountability are fundamental components that should be in place in every organisation. These three words along with strict laws and stricter implementation of the laws, spell out the mantra needed to cleanse the system, which boost the productivity, morale, motivation and brand value of an organisation. Even bringing ethics into every stakeholder mindset will help to approach situations in a more ethical manner. Every individual of the organisation should take initiatives to create an ethical culture within the organisational set up – to lead by example is a great way to start. It's as simple as be good, do good in personal life, and in turn it reflects in the professional and organisational goals.



CVO's interaction with MDL Executives





Cdr. D K Jain, IN (Retd)
GM (QA-EY)



Shri Nitin Prabhakar
M (QA-EY)

INTEGRITY

1.1 Importance of Integrity

Aristotle had said that as rulers have power, they will be tempted to use it for personal gain. In order to serve society, it is important that man of power withstand this temptation. That is why Integrity becomes important.

1.2 Defining Integrity

Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values.

Integrity is not like wind vanes that changes its direction according to the accompanying wind. Integrity is like magnetic compass that always point towards right direction.

Having integrity means that you live in accordance with your deepest values, you are honest with everyone and you always keep your word.

- During 1965 war Field Marshal K M Kariappa's son Nanda who was pilot in IAF was shot down over Pakistan. He was imprisoned and held as PoW. On realising his identity, Pakistan Radio announced the capture of junior Kariappa. General Ayub Khan, who was Dictator in Pakistan, himself contacted Field Marshal Kariappa, who was living a retired life, with information about his son's capture. When General Ayub Khan offered to release his son, Field Marshal Kariappa is reported to have scoffed at the idea and told him to give his son no better treatment than any other PoW. He said "My thanks to your kind gesture but I request you to release all or release none."

1.3 Importance in the Corporate World

In corporate world Integrity can be seen as having a predefined framework (Purchase Manual) and acting congruently within the given framework.

A person who has integrity, does the right thing, no matter who is watching. He can be trusted by co-workers, customers, and stakeholders.

Integrity in business can strengthen relationships with vendors and customers because they can trust that you will keep your promises and act honourably if something goes wrong. Corruption can cause scandals and shake a corporation's reputation.

Let's try to understand the importance of integrity in public life by two contrasting example

In 2017, a fraud detected in state-run Punjab National Bank, triggered a crisis in the banking industry. The USD

1.77 billion (about Rs 11,400 crore) scam in PNB involved billionaire jeweller Nirav Modi allegedly acquiring fraudulent letters of undertaking (LoUs) from a branch in Mumbai to secure overseas credit from other Indian lenders. Nirav Modi and Mehul Choksi, who are the main accused in the scam left India in January 2018.

Amid swindling of thousands of crores of rupees involving Punjab National Bank, there is also a story high ethical and moral values, of repayment of loan posthumously.

Ex PM Shri Lal Bahadur Shastri did not own a car though the family members had been pestering him for one. He told his secretary to find out how much a Fiat car costs. The price was found to be Rs 12,000. But Shri Shastri had only Rs 7,000 in the bank. He applied to PNB bank for a loan of Rs 5,000, which was sanctioned in less than two hours.

Shri Shastri passed away before he could pay back the loan. PM Smt Indira Gandhi requested his wife Smt Lalita Shastri, not to pay the loan amount as the same would be waived off by the PNB. Lalita Shastri politely rejected the offer citing the principle that the late Shri Shastri stood for. She repaid the loan from the family pension.

Lack of Integrity

The lack of Integrity erodes the confidence of stakeholders. They lose their trust. This becomes amply clear from the Satyam Scam, which is enumerated below.

- **Satyam Scam- The Enron of India**

Ramalinga Raju, the chairman of Satyam Computers, inflated the company's book of profit continuously for 8 years from 2001 to 2008. He managed to bribe his board of directors and Price Waterhouse Cooper Auditors. By inflating profit, he wanted to send a message in the market that future is good for Satyam, as good as was for Infosys and Wipro. It helped in keeping Satyam share price at high level.

After 8 years he realized that the gap between actual profit and the inflated profit had increased to an extent that cannot be managed. So he wrote a confession letter to the GOI in which he stated his wrongdoings. While referring to the widening gap between the real and artificial numbers he wrote it was like riding a tiger not knowing how to get rid of it without being eaten alive.

He disclosed over 7500 Cr of accounting fraud. He had understated his liability and overstated his assets. Ramalinga Raju and 9 others including two family members were sentenced to 7 years of rigorous imprisonment.

It is evident that in case of corporate collapse, such as Satyam in India or Enron in USA, financial reporting was ingeniously used to cover up business failures or hide financial frauds for a number of years. The failure of audit process to detect these fraud is questionable. Auditors failed in their duty for the detection of wrongdoing.

The unravelling of Satyam Scandal in 2008 shaped the new audit architecture in India under The Companies Act of 2013. An Independent Regulator –National Financial Reporting Authority (NFRA) was established in 2018, to oversee the accounting standards

1.4 Struggle for Transparency and Integrity in Public Life

Under pressure from the public outcries and pressure groups, Government has promoted good corporate governance, transparency, anti-corruption measures, vigilance, moral and ethical behaviour. These are some of

the different dimensions of promoting integrity in corporate world.

- **Constitution of CVC**

- The CVC was set up by the Government in February, 1964 on the recommendations of the Committee on Prevention of Corruption, headed by Shri K. Santhanam.
- In 2003, the Parliament enacted CVC Act conferring statutory status on the CVC.
- The CVC is not controlled by any Ministry/Department. It is an independent body which is only answerable to the Parliament.
- Its annual report gives the details of the work done by the commission and points to systemic failures which lead to corruption in government departments.

- **Evolution of Whistle-blower Act, RTI, Lokayukta**

Ever since independence whistleblowers in the government suffered for doing their job with honesty and integrity. They were harassed by the politicians or the higher authorities for not toeing their lines. Some were awarded punishment postings. Some of them got death threats. A few of them even lost their lives.

Despite the existence of these dynamics in our country, there are conscientious government servants and citizens who have bravely come out to eradicate corruption and to maintain the sense of integrity in their professions.

One such man was Mr Satyendra Dubey, an Indian Engineering Services officer working with the National Highways Authority of India, who was allegedly murdered for exposing serious corruption in the Centre's Golden Quadrilateral Highway construction project.

Despite understanding the fate of whistle-blowers' in India, Dubey fearlessly took his exposition of the truth to the highest office of the land. Sadly, he was allegedly murdered for trying to expose the truth. He had faith in the system, but the system failed him.

- The Supreme Court in a Writ Petition filed after the murder of Shri Satyendra Dubey in 2003, directed that a machinery be put in place for acting on complaints from whistle-blowers till a law is enacted.
- In pursuance of that direction, the Government of India notified the Public Interest Disclosure and Protection of Informers Resolution (PIDPI), 2004.
- A decade later PIDPI resolution morphed into The Whistle Blowers' Protection Act, 2014.
- In 2005 Right to Information Act was promulgated.
- In 2013, the Parliament enacted the Lokpal and Lokayuktas Act, 2013.

Conclusion

India ranks abysmal in World Corruption Index 2020, 86th among 180 countries. If we want to project an image of fair country and list ourselves among the first world countries, it is high time that we imbibed the values of Shri Lal Bahadur Shastri and his ilk.

The road to greater probity in public life is a constant struggle. But one can see a brighter sun on the horizon.

Jai Hind



**Sensitization of CISF Personnel, MDL Unit
(18 Nov'2020)**





Shri John Abraham
AGM (Estate)

Independent India @75 “Self Reliance With Integrity

India has not been spared when it comes to the spread of the COVID-19, but has demonstrated great resilience in fighting the impact of the pandemic with determination. It has pushed ahead with accelerated development and the creative energy for innovative and new policies as demanded by the times. This strength to face challenges derives from the Indian struggle for independence and is rooted in the concepts of political and socio – economic inclusion inherited from the nation's founding fathers like Mahatma Gandhiji, Babasaheb Ambedkarji and Sardar Vallabh Bhai Patelji. In the entire World, in its war for independence, India kept marching with its head high with its strength of unity, collectivity, the resolve for its bright future, its commitment and inspiration. If India wants to increase its contribution, then she herself will have to be empowered; she will have to be self-reliant or 'AatmaNirbhar'. We must make ourselves capable of contributing towards world welfare. Our farm sector needs to evolve technology. A renewed push has been provided to India's plan to become self-reliant. As India celebrated recently its 75th Independence Day, its citizens reaffirmed their enduring belief in democracy, and aspirations for a human – centric path of growth.

As the theme of Vigilance Awareness Week 2021 is -“Independent India @75 “self-reliance with integrity “- before applying the relevance self-reliance and integrity to the nation let us take a relook into meaning of self-reliance and integrity to personal level too .

Self-reliance:

Merriam Webster Dictionary defines self-reliance simply as '*reliance on one's own efforts and abilities*', which doesn't quite do the concept much justice, either. Even though Ralph Waldo Emerson may not have introduced the concept, it was he who brought it to the general public with his 1841 essay *Self-Reliance*. Interestingly, there's no single sentence—not even from Emerson himself—that really captures all the aspects of self-reliance in one line. As mentioned, Self-Reliance is the topic (and title) of an 1841 essay from US philosopher Ralph Waldo Emerson. Self-Reliance contains Emerson's beliefs and perspectives on how society negatively impacts our growth. He argues strongly that self-reliance, self-trust, and individualism, amongst other things, are ways that we can avoid the conformity imposed upon us. Or, he also argues, that we quite frequently impose upon ourselves.

The Importance of Having Self-Reliance

Having self-reliance is important for several reasons. The most obvious being that depending on others for help, means there will be times when it's not available. But let's dig a little deeper to understand how and why use this concept to flourish, grow, find, and nurture happiness. Self-reliance is also important because it:

- Means you can *solve problems and make decisions by yourself*. This is critical as we grow older and learn to live independently;
- Allows you to *feel happy by yourself, in yourself, and about yourself*—without needing to rely on others;
- Involves developing *self-acceptance*, a very powerful thing to have;
- Involves acquiring *self-knowledge* and practicing *self-compassion*;
- Gives you perspective, which in turn...
- Gives you direction.

How to Develop Self-Reliance:

In Ralph Waldo Emerson's “Self-Reliance”, he states that being an individual comes from trusting yourself and being

honest with the person you are inside. He describes how a person is and becomes an individual by explaining all the different parts that consist of an individual. To be an individual you have to have trust in yourself. You need to accept the person that you truly are inside. Everyone is born possessing everything they need to become an individual; you just need to learn how to utilize the things you have. Without trust in yourself you cannot be an individual. An individual must be a non-conformist. There is no one who can tell you what is wrong or right. What is right, are things that follow your own beliefs and values, and what is wrong are the things that are against them. If the rest of the world sees your actions as wrong, it shouldn't matter as long as what you do is true to yourself.

Integrity:

Integrity is the **practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values.** In ethics, integrity is regarded as the honesty and truthfulness or accuracy of one's actions.

What are examples of integrity? A person with integrity behaves ethically and does the right thing, even behind closed doors. For instance, **informing a cashier that they gave you too much change and going back to the store to pay for something you forgot to pay for** are two examples of showing integrity in everyday circumstance

1. Being dependable and following through on commitments.
2. Being open and honest when communicating with others.
3. Holding yourself accountable and owning up to your shortcomings.

The Random House Dictionary defines integrity as:

- Adherence to moral and ethical principles; soundness of moral character; honesty.
- The state of being whole, entire or undiminished.
- A sound, unimpaired or perfect condition

Although the definition is sound, it can be a bit more complex to define integrity in our everyday lives. You could say that integrity is always doing the right thing, even when no one is watching, and even when the choice isn't easy. Or, you might see integrity as staying true to yourself and your word, even when you're faced with serious consequences for the choices that you're making.

The Importance of Integrity:

Integrity is a prominent concept for moral wellbeing in our society. This contribution from every individual in a nation will reflect the completeness of the nation. India is a country with diversity in religion, culture and languages. People have diverse mindset, views and interpretations, but there should be no compromise in national integrity which emerges at individual levels only. Integrity builds moral ethics that eventually helps to confront corruption and other moral evils. It should be noted that integrity is a crucial concept for constructing a sound nation. The word '**integrity**' is originated from the Latin language. The word is derived from the word 'integer' which means 'whole' or 'complete' So '**integrity**' literally translates the true sense of completeness in one who encompasses life with honesty with moral soundness.

Self-reliant India with integrity:

Atmanirbhar Bharat (self-reliant India) is the vision of the Hon'ble Prime Minister of India of making India a self-reliant nation. The first mention of this came within the type of the 'Atmanirbhar Bharata Abhiyan' or 'Self-Reliant India Mission' during the announcement of the corona virus pandemic related economic package on 12 May 2020. This self-reliant policy does not aim to be protectionist in nature and as the Finance Minister clarified, "self-reliant India does not mean cutting off from rest of the world". The law and IT minister said that self-reliance does "not mean isolating far away from the planet. Foreign direct investment is welcome, technology is welcome self-reliant India being a much bigger and more important a part of the worldwide economy. Self-reliance means to enrich our best works, widen our horizons and then show to the world the achieved task. The Self-Reliant India Mission points towards chopping down import reliance by focusing on replacement while improving well-being consistence and quality merchandise to increase worldwide piece of the pie. The Self-Reliance neither means any exclusionary or non-interventionist methodologies however include formation of some assistance to the whole world. The Mission centres around the significance of

advancing "nearby" items. It will be done by considering divisions like clinical materials, hardware, plastics and toys where neighborhood assembling and fares can be advanced and it'll consider items like pearls and gems, pharma and steel, and so on. The Mission would be founded on five columns specifically, economy, foundation, framework, lively demography and request. The Mission is likewise expected to supplement 'Make In India Initiative'. Although India has come a long way since its independence in 1947 but some things in our society still stand in the way of achieving our goal of a self-dependent nation. The important thing in this journey is to overcome the people differentiation based on gender, caste or ethnic values. If we desire for the country to be self-dependent, then we must change our mindset because this is where everything begins and ends. Horrific and gruesome practices which divide the public into many sects are still practiced in our society and this in turn holds us back from attaining development and our goals. We are still following the British practice of division despite 75 years of freedom and this has harmed our society in the long run. But improvements are continuously being made and people are standing up for what is right as the number of educated people are increasing. It is important to teach all this to kids at a young age. Education is a must in the modern world, it makes you who you are and the power to stand up for what is right at all times. Also one should be a dutiful citizen of the country and at all times uphold the Constitution and laws. It is important to keep in mind that while we exercise our rights, we mustn't forget to undertake our responsibilities as responsible and respectful citizens. It is also important to keep brain storming and thinking of innovations that can help our diverse country, help all and reach all.

INDIA SELF-RELIANT:

It is an opportunity. At a time when the world had suffered from a deadly pandemic, India plans to convert this crisis into an opportunity and strengthen its fight by becoming Aatmanirbhar or self-reliant. The term was coined by the Prime Minister of India, during his address to the nation on May 12, 2020. He called this campaign as Aatma Nirbhar Bharat Abhiyaan (Self-Reliant India Movement). He also defined five pillars of Aatmanirbhar Bharat – Economy, Infrastructure, System, Demography and Demand. He stressed that it is time to become vocal for our local products and make them global. Under this campaign, a special economic package has been released by the government, which will benefit various segments including cottage industry, Micro, Small and Medium Enterprises (MSMEs), labourers, middle class, and industries, among others.

Pillars of making India self-reliant Economy:

We have to bring an economy that doesn't bring incremental change but quantum jump. Infrastructure: We need an infrastructure which can become the identity of modern India. System: A system that doesn't follow norms of the previous century. It should be able to fulfill our 21st century dreams and be technology driven. Vibrant Democracy: It is our strength; it is the source of energy for our dream to make India self-reliant. Demand: The demand-supply chain is our power; we should use it to its full potential. The economic package that was announced by the Prime Minister along with various packages released during the lockdown period is around US\$ 283.73 billion, which is about 10 per cent of India's GDP. It is expected to provide support and strength to various sections of the country and give a renewed boost to the development journey of the country in 2020. In order to prove the determination of a self-reliant India, Land, Labour, Liquidity and Laws have all been emphasized in this package. A self-reliant India does not mean turning the country inwards or into an isolationist nation, but to embrace the world by becoming stronger.

India has progressed on multiple fronts in the last few decades. But we are still saddled with many challenges like imbalanced development with rural areas lagging far behind their urban counterparts. We need to overcome these challenges and build a prosperous, inclusive new India. We need to progress faster. As duty-bound and proud citizens of India, we shall pledge during this Azadi ka Amrit Mahotsav to rededicate ourselves for a self-reliance with integrity.

Jai Hind



Preventive Vigilance Training to MDL Executives

MAZAGON DOCK SHIPBUILDERS LIMITED

VIGILANCE DEPARTMENT

IN HOUSE PROGRAMME ON PREVENTIVE VIGILANCE MEASURES ON PROCUREMENT

25/09/2020



**Prize Distribution Ceremony of
Vigilance Awareness Week 2020**



ESSAYS - HINDI - FIRST PRIZE
MR. NEERAJ KUMAR PUROHIT, M (PLANNING - EY)



ESSAYS - HINDI - SECOND PRIZE
MR. PRAKASH CHANDRA JHA, DGM (SB - WORKS)



ESSAYS - MARATHI - FIRST PRIZE
MR. VINAYAK PURANIK, DS (TECH - P17 - PLANNING)



ESSAYS - MARATHI - SECOND PRIZE
MR. AKSHAY SANJAY DEKHNE, PA TO D (S)



SLOGANS - ENGLISH - FIRST PRIZE
MR. K.B. SOHONI, PA TO GM (PS - P75)



SLOGANS - ENGLISH - SECOND PRIZE
MS SHRUTI YOGESH MAHADIK, PA TO ED (SB - COMMERCIAL)



SLOGANS - ENGLISH - SECOND PRIZE
MR. RITU RAJ, AM (ESTATE)



SLOGANS - HINDI - SECOND PRIZE
MR. ATUL HIRALAL AGAWANE, M (DESIGN - ENGG)



SLOGANS - MARATHI - FIRST PRIZE
MR. PRATHAMESH KULKARNI, S/O MR. PRASAD KULKARNI



POSTER COMPETITION - FIRST PRIZE
MR. NILESH H. NIWATE, PAINTER, SB - PAINT SHOP



POSTER COMPETITION - SECOND PRIZE
MR. SAMARJEET SINGH, S/O MR. KANIAL SINGH



ONLINE QUIZ - EXECUTIVES - FIRST PRIZE
MISS NAMRATA, SFO. (F-P&S)



ONLINE QUIZ - EXECUTIVES - SECOND PRIZE
MR. MUKESH K. DM. (SM4- ENGG)



ONLINE QUIZ - EXECUTIVES - THIRD PRIZE
MR. VIKAS BHAWSAR, M. (SB - HULL PLG.)



ONLINE QUIZ - NON - EXECUTIVES - FIRST PRIZE
MR. DHANAJI BHIKAJI DANGE, EY (QG)



ONLINE QUIZ - NON EXECUTIVES - THIRD PRIZE
MS. MOHINI MAHENDRA SAWANT, SB - HULL PLANNING



श्री प्रकाश चन्द्र झा

उप महाप्रबंधक (ज.नि.-अभि.)

भ्रष्टाचार से मुक्ति

हर तरफ हो अमन चैन, ना कहीं भी कलह राग या द्वेष हो।
आजादी के अमृत वर्ष में, भ्रष्टाचार से मुक्त अपना देश हो।... ||1||

घपला घूस या गबन घोटाला, इसका कहीं भी नाम ना हो।
रिश्वत देकर पद मिल जाए, ऐसा कोई परिणाम ना हो।
भेदभाव और मिलीभगत का, निर्णय पर कभी इल्जाम ना हो।
न्याय के लिए दर दर की ठोकर, ऐसा दृश्य देश में आम ना हो।
सबको शिक्षा स्वास्थ्य सुनिश्चित, ना कभी किसी को कोई क्लेश हो।
आजादी के अमृत वर्ष में, भ्रष्टाचार से मुक्त अपना देश हो।...||2||

खुशहाल सभी जन का जीवन हो, भारत में कोई रंक ना हो।
हो निर्भीक करें सब विचरण, माहौल में भय-आतंक ना हो।
हो सुरक्षा का भान सभी को, किसी से कोई सशंक ना हो।
धवल चरित्र हो पदासीन का, दामन पर कोई कलंक ना हो।
सब की उन्नति प्रगति सभी का, विकास में सब का समावेश हो।
आजादी के अमृत वर्ष में, भ्रष्टाचार से मुक्त अपना देश हो।...||3||

पारदर्शी हो ठेका सौदा, कोई बिचौलिया-दलाल ना हो।
कुछ ले देकर जुगत जमा ले, किसी का इतना मजाल ना हो।
सही ढंग से खरीद-फरोख्त हो, किसी के दिल कोई मलाल ना हो।
सभी कार्य हो नियम मुताबिक, किसी के मन में कोई सवाल ना हो।
गलती की गुंजाइश नहीं हो, ऐसा स्पष्ट सरकारी आदेश हो।
आजादी के अमृत वर्ष में, भ्रष्टाचार से मुक्त अपना देश हो।...||4||

हो देश प्रेम सद्भाव सभी में, दिल में किसी के कोई खोट ना हो।
मलिन हो भारत की इज्जत, ऐसा कभी भी कोई भी चोट ना हो।
हर एक हो राष्ट्र के प्रहरी, राष्ट्रीय संपत्ति की लूट खसोट ना हो।
सुदृढ़ हो देश की अर्थव्यवस्था, प्रचलन में नकली नोट ना हो।
नित शोध अनुसंधान हो नूतन, देश में आत्मनिर्भरता का परिवेश हो।
आजादी के अमृत वर्ष में, भ्रष्टाचार से मुक्त अपना देश हो।...||5||





Shri Santosh Sonone
DGM (HR Rec-NE)

Ethical Expectations From Employees of The Company

- ◆ **Devotion to Duty :** Devotion to their official duties entails getting rid of lethargy, inefficiency and indifference.
- ◆ **Sense of Mission:** Focus on the Mission and Vision identified by MDL and work with utmost zeal for greater good.
- ◆ **Integrity & Honesty:** 'Integrity' is working as per own conscience and putting the obligations of public services above own personal interests. 'Honesty' is being truthful and open.
- ◆ **Courage of Conviction:** 'Courage' means mustering the strength and will to do what is right, even when circumstances are adverse and frightening.
- ◆ **Spirit of Service & Sacrifice:** Service to something greater than self which should be inspired for national cause and concern for societal good.
- ◆ **Sense of Fairness:** The trait of Fairness includes objectivity, impartiality, equity, justice and free from bias or discrimination.
- ◆ **Upholders of public interest:** The officials in MDL hold their position as a trustee of public interest, hence it clearly underlies non-use of official position for personal gains.
- ◆ **Accountability & Responsibility:** The officials in MDL should be Accountable & Responsible towards the organisation and accountable for own actions.
- ◆ Maintain high ethical standards and honesty.
- ◆ Maintain accountability and transparency.
- ◆ Never frustrate or undermine the policies, decisions and action taken in public interest and maintain discipline in discharge of duties and be liable to implement the lawful orders duly communicated by seniors.
- ◆ Declare any private interests relating to his/her public duties and take steps to resolve any conflicts in a way that protects the public interest.
- ◆ Maintain MDL's independence, integrity, dignity and impartiality by not bringing outside influence.

- ◆ Take decisions solely in public interest and use or cause to use public resources efficiently, effectively and economically.
- ◆ Make choices, take decisions and make recommendations on merit alone.
- ◆ Not place himself/herself under any financial or other obligations to any individual or organisations which may influence him/her in the performance of his/her official duties.
- ◆ Not misuse his/her position as public servant and not take decisions in order to derive financial or material benefits for himself/herself, his/her family or friends.
- ◆ Act with fairness and impartiality and not discriminate against anyone, particularly the poor and the under privileged sections of society.
- ◆ Perform and discharge his/her duties with the highest degree of professionalism and dedication to the best of his/her abilities.
- ◆ Non-indulgence in any act which has effect of tarnishing image of MDL and lower its esteem in public perception.

Source: MDL CDA RULES 2017.



Preventive Vigilance Training to Executives of Goa Shipyard Limited (11&12 Oct'2021)





Shri Manoj Meshram
DGM (Vigilance)

The Independence : development @ 75years : way ahead- Self Reliance

“भारत – वैभवं”

वन्दे नितरां भारत वसूधा सुफलाम् ।
वन्दे सदा वत्सले मातृभूमे त्वया भारतभूमे सुखमं वर्धितोहम् ।
महामाङ्गले पुण्य भूमे त्वदर्थे पतत्वेश कायो वंदनम् वंदनम् ॥

Independence brought dreams of not just individual, but also economic, social and political freedom. Seventy-five years later, these ideals have undergone a transformation as India seeks to join the \$5 trillion club. Reflecting on what shaped economic policy and the transition to millennial India.

The aim of celebrating Independence Day should be to educate our young generation about the pride and courage of our movement of freedom, as well as a colonial rule. During the movement of Independence we put aside our cultural differences and come together as true Indians. The necessity for youth awareness arises from the fact that the nation's future rests on the youngsters and their power to influence the country. As a result, it is our responsibility to serve the country and make every effort to improve society.

Phase-II

India's independence was in itself a turning point in its economic history. The country was hopelessly poor as a result of steady deindustrialization by Britain. Less than a sixth of Indians were literate. The abject poverty and sharp social differences had cast doubts on India's survival as one nation. Cambridge historian Angus Maddison's work shows that India's share of world income shrank from 22.6% in 1700—to 3.8% in 1952. “The brightest jewel in the British Crown” was the poorest country in the world in terms of per capita income at the beginning of the 20th century.

The first development model post-Independence envisaged a dominant role of the state as an all-pervasive entrepreneur and financier of private businesses. The Industrial Policy Resolution of 1948 proposed a mixed economy. The political leadership believed that since planning was not possible in a market economy, the state and public sector would inevitably play a leading role in economic progress

The five-year plans were centralized economic and social growth programmes modelled after those prevalent in the USSR. India's first five-year plan, launched in 1951, focused on agriculture and irrigation to boost farm output as India was losing precious foreign reserves on foodgrain imports. It was based on the Harrod-Domar model that sought to boost economic growth through higher savings and investments. The plan was a success, with the economy growing at an annualized 3.6%, beating the target of 2.1%.

The second five-year plan (1956-61) laid the foundation for economic modernization to better serve India's long-term growth imperatives. Launched in 1956, it was based on the Mahalanobis model that advocated rapid industrialization with a focus on heavy industries and capital goods.

Beginning in of licence Raj

The second five-year Plan and the Industrial Policy Resolution 1956 (long considered the economic constitution of India) paved the way for the development of the public sector and ushered in the licence Raj. The resolution set out as national objective the establishment of a socialist pattern of society. It also categorized industries into three groups. Industries of basic and strategic importance were to be exclusively in the public sector. The second group comprised industries that were to be incrementally state-owned. The third, comprising mostly consumer industries, was left for the private sector. The private sector, however, was

kept on a tight leash through a system of licences.

From Bhakra-Nangal to Bhilai, the temples of a modern India

The Government identified power and steel as the key bases for planning. The 680ft Bhakra multi-purpose project on the Sutlej river in Himachal Pradesh was depicted as the new temple of a resurgent India. The politics of big dams aside, the huge Bhakra-Nangal dams are among several hydel projects India built to light up homes, run factories, and irrigate crops. The second plan set a target to produce 6 million tonnes of steel. Germany was contracted to build a steel plant in Rourkela, while Russia and Britain would build one each in Bhilai and Durgapur, respectively. The Indian Institutes of Technology and the Atomic Energy Commission were the other "modern temples".

Phase-II

The quest to quickly industrialize had caused a large reallocation of funds away from the farm sector. Agriculture outlay was nearly halved to 14% in the second Plan. Food shortages worsened, and inflation spiked. Imports of food-grains depleted precious foreign exchange reserves..

The war with China had exposed India's economic weakness. Chronic food shortages and price rise convinced that India needed to move away from centralized planning and price controls. Govt. renewed focus on agriculture, accepted a larger role for private enterprise and foreign investment, and trimmed the erstwhile Planning Commission's role. India's victory over Pakistan in the 1965 war gave the political capital to consider economic reforms of the kind that took place 25 years later.

Green to Evergreen Revolution

Govt's focus on food security arose from the fact that in the 1960s, India was on the verge of a mass famine. Food aid imports from the US, on which the country was reliant, were beginning to hit India's foreign policy autonomy. That was when geneticist M.S. Swaminathan, along with Norman Borlaug and other scientists, stepped in with high-yield variety seeds of wheat, setting off what came to be known as the Green Revolution. Swaminathan was an advocate for moving India towards sustainable development. He championed environmentally sustainable agriculture, sustainable food security and the preservation of biodiversity. He calls this an "evergreen revolution".

Development of dairy business

Following the success of the Green Revolution, Govt turned its attention to the dairy sector, particularly the cooperative movement in Gujarat's Anand, led by Verghese Kurien. He helped Kaira District Co-operative Milk Producers' Union Ltd expand its work, ushering in the White Revolution. In the years that followed, the government's Operation Flood led to a rapid increase in milk production. Self-sufficiency in the dairy sector was achieved entirely through the cooperative movement, which has spread to more than 12 million dairy farmers across the country. Decades later, Amul, the brand started by cooperative farmers in Anand, remains a market leader.

This was a decade of multiple economic and political challenges for India. Two wars had caused hardships for the masses. Devaluation of rupee had led to a general price rise. Govt nationalized 14 private banks on 20 July 1969. The main aim of the move was to accelerate bank lending to agriculture at a time when big businesses cornered large chunks of the credit flow.

Troubled economic model of Banking

Govt's draconian move, aimed at aligning the banking sector with the goals of socialism, had made her the

darling of the masses. Bank nationalization helped boost farm credit and lending to other priority sectors. Financial savings jumped as banks were made to open branches in rural areas. Without competition, however, the lenders became complacent. Further, politically-influenced lending decisions led to crony capitalism. These banks competed to please their political bosses, instead of focusing on project appraisals. Today, state-owned banks are creaking under a nearly ₹10-trillion mountain of bad loans, which represent about 90% of the total dud loans.

The first devaluation of rupee and the effect it had on Gulf nations

On 6 June 1966, Govt took the drastic step of devaluing the Indian rupee by a sharp 57%. The rupee fell to 7.50 per US dollar from 4.76. This was done to counter India's significant balance of payments crisis. The country's apathy to foreign investments and neglect of the exports sector meant that it ran constant trade deficits. The devaluation aimed to boost exports amid limited access to foreign exchange. Instead, it accelerated inflation and drew wide criticism. India's move had implications for other countries as well. Oman, Qatar and the UAE, which used the Reserve Bank of India-issued Gulf rupee, had to come up with their own currencies. It was a great loss.

First Demonetization 1.0 and the exit of Coca-Cola

New step towards improvement and bringing in new state of economic balance Govt withdrew the legal-tender status of ₹1,000, ₹5,000 and ₹10,000 banknotes in a crackdown on illicit wealth. The legalization of strikes and reinstatement of trade unions affected economic activity. Govt insisted IBM and Coca-Cola to comply with the Foreign Exchange Regulation Act that mandated foreign investors cannot own over 40% in Indian enterprises.

Phase -III

The two multinationals shut their India operations. In 1970s, Govt initiated big-ticket economic reforms in order to secure an International Monetary Fund loan. The sixth five-year plan (1980-85), in essence, pledged to undertake a string of measures aimed at boosting the economy's competitiveness. This meant the removal of price controls, initiation of fiscal reforms, a revamp of the public sector, reductions in import duties, and delicensing of the domestic industry, or in other words ending the licence Raj.

Govt recognized the need for economic reform if India were to shed its reliance on foreign aid and loans. A team comprising squeaky-clean politician V.P. Singh, technocrat Sam Pitroda, and market economist Montek Singh Ahluwalia were brought into main flow of Govt to support the Govt in framing the re-structuring of economy. The 1985-86 budget lowered direct taxes for companies and raised exemption limits for income tax. This time Govt focused on ushering in the information technology and telecom revolutions in the country.

A small car that drove the rise of a new middle class and consumption

In 1983, the first Maruti car rolled off the assembly line in Gurgaon. It was a project mired in controversy, but so ridden with flaws that the government finally signed a joint venture with Suzuki of Japan to produce the vehicle. It was a real people's car—fuel efficient, affordable and easy to drive, a far cry from the clunky cars Indians were used to till then. The Maruti 800 and the demand for it signalled the rise of a new Indian middle class. It would take 20 years for a similar revolution to disrupt aviation.

The fiscal deficit as a paralysing factor on India's economic map

A critical feature of the Indian economy has always been its high fiscal deficit—an outcome of the government spending more than its income. Much of the government spending is on servicing interest cost of borrowings; defence; pensions; subsidizing food, fertilizer and fuel consumption; and schemes directed at housing,

poverty, health and cleanliness. A large portion of the government's capital remains locked up in its own companies and holdings. The Indian economy, thus, continues to suffer from good capital chasing bad, and a lack of political will to implement bold reforms.

The golden moment that brought down the last pillars of socialist India

The signs pointing to India's 1991 economic crisis, its worst ever, were long evident. The country, for the first time, had to sell 20 tonnes of gold to investment bank UBS on 30 May that year to secure a \$240 million loan. It pledged gold three more times after that sale, shipping 46.8 million tonnes of the yellow metal to secure \$400 million in loans from Bank of England and Bank of Japan. All this gold was repurchased by December that year. In 1991 Govt launched a raft of economic reforms, including the dismantling of the licence Raj.

A two-step, two-day operation to lower the value of the rupee

The rupee was devalued for the first time by 57% on 6 June 1966 to shore up exports. The move was triggered by the 1965 Indo-Pak war, after which the US withdrew aid to India. The next devaluation, however, proved to be far more eventful: On 1 July 1991, the Reserve Bank of India lowered the value of the currency by 9%, and then by 11% just two days later. This was when the economy was facing its worst crisis, and the country's foreign exchange reserves could pay for only three weeks of imports. Devaluation is no longer a real option for governments and policymakers as exchange rates are determined by markets. Currency value is now calibrated by the central bank.

Disinvestment of Public Sector

In the Union budget for 1999-2000, then finance minister took forward an idea of disinvestment in public sector enterprises and downsizing the government and abolished four secretary-level posts through a process of merger and rationalization of central government departments. Govt started carrying out privatization of state-owned companies in an upfront manner. Through the 1999-2000 budget, Govt also rationalized interest rates, stoked the housing boom, and triggered India's growth surge.

Reforms of redistributive economics

Govt launched the Mahatma Gandhi National Rural Employment Guarantee Scheme in February 2006 in 200 most backward districts, which was later expanded to cover all rural districts. The scheme aimed to enhance livelihood security by providing at least 100 days of guaranteed wage employment in a fiscal year to every rural household whose adult members volunteer to do unskilled manual work. This decade observed high growth and expansion of the economy as loan rates were softened.

Bringing corporate governance in public sector enterprises

With limited options to raise resources and an ever-expanding social sector budget, Govt resorted to selling 5% to 20% stake in state-run companies through initial public offerings or secondary issues. The government was able to raise funds without selling a majority stake in its firms, while increasing retail participation in the stock market. Now answerable to public shareholders, state-run firms are focusing on improving corporate governance and becoming cost-conscious.

The bellwether as the weather vane for the state of the economy

The rise of the Indian economy is best reflected in BSE's Sensex, the 30-share benchmark index. The 30 component companies represent all sectors of the economy. From 1,955.29 points in 1991, the year India ushered in economic reforms, the Sensex breached the historic 60,000 mark to hit an all time high of 60,333 before closing at 60,048 on 24th Sept. this year with expectations of big-ticket reforms from a government with

a massive majority driving the optimism. Even as rising taxation on capital gains continues to dog the markets, India, a country so far obsessed with cash-driven gold and real estate, is slowly veering towards investing in a formal and organized equity market.

When the world became Indian companies' corporate oyster

Ten years of economic liberalization unchained Indians, and the first decade of the 21st century reflected that. Thus it came to be that a much smaller Tata Steel acquired the UK-based company Corus for an eye-popping \$13.1 billion in 2007. The Aditya Birla Group's Hindalco Industries Ltd followed this up with a \$6-billion buyout of US-based Novelis in 2007. The next year, Tata Motors bought Jaguar-Land Rover for \$2.3 billion. Bharti Airtel bought out Zain Africa in 2010, coughing up \$10.7 billion. It was an era of multi-billion dollar acquisitions. The frenzy has since ebbed but not the aspirations.

Phase -IV

The overnight note-ban on an unsuspecting nation

Announcement of demonetisation on 8 November 2016 by the Govt had long-lasting and wide-ranging an effect. In his address to the nation, the then Prime Minister said ₹500 and ₹1,000 banknotes, amounting to 85% of the currency in circulation by value, were no longer valid. It was done to break the grip of corruption and black money.

The Shift : Planning Commission to NITI Aayog

Within eight months of sworn in of new Govt on 25 May 2014, the Prime Minister, replaced the Planning Commission with NITI Aayog (NITI stood for National Institute for Transforming India, in line with PM's penchant for acronyms). The Planning Commission was a Soviet-style body that drew up five-year plans for the country and played an advisory role in formulating allocation of central funds to each state. NITI Aayog now serves as the government's think tank, formulating medium- and long-term strategies and breaking them into year-wise plans after consultation with the states.

Bringing in a code of conduct for sick promoters

India is a country with sick companies but no sick promoters—the result of a system that hasn't held the influential promoters of large companies to account. To change that, the government introduced the Insolvency and Bankruptcy Code, 2016 (IBC). The code made it possible for lenders to oust errant promoters from a company and hand it over to financially sound owners. The success of the IBC is questionable, but it has created a sense of responsibility among promoters. However, there are still cases of promoters trying to retain control of their companies through the back door and others fleeing the country after defaulting on large loans.

The blanket tax regime that made India one country, one market

The new government has put improving ease of doing business high on its agenda. As part of this, in July 2017, it implemented the goods and services tax. India is now one of the few countries to have an indirect tax law that unifies various central and state tax laws. In spite of a lot of teething troubles and the increased compliance burden on companies, particularly traders and small and medium enterprises, the new system has removed tax barriers across states and created a single common market, ensuring a free flow of goods without trucks being halted at borders for payment of interstate levies.

A country beginning to consider startups as a new business model

Over the past decade, a number of startups have mushroomed across India as young entrepreneurs experiment with ideas in digital payments, online retail, on-demand delivery, education, software and more.

One of India's first startups and early unicorns, Flipkart, which was founded by two former Amazon employees in 2007, was valued at over \$21 billion when US-based Walmart acquired a 77% stake in it in 2018. The number of unicorns, or new businesses valued at over \$1 billion, has also risen every year. The rise of startups has created a new ecosystem of angel and venture funding, and incubators and accelerators—as well as new patterns of consumption in society.

Way Ahead:

The Government is focussing further on the various means and ways of proliferation of the Indian economy further exponentially so as to become the super power in the world. To achieve this goal **Self reliance** with **integrity** is going to play the major key role in it, by putting more thrust on the following areas and new strategies, as planned and commenced by the Govt already.

- **Exports:** The thrust on Exports is the major key, in India's economic growth. India is amongst the world's fastest-growing large economies and is an important player in global economic governance. India's GDP growth rate before 1991 was 3.5%. This was associated with export contribution of ~4.5%. Trade liberalisation reforms increased GDP growth rate (to >6%) after 1991, with exports contributing >11% to the GDP. Thus, international trade emerged as a viable engine for economic growth in India.

Most of this export-led growth in the GDP can be attributed to free-trade policies, rise in public spending, favourable taxation policies, growth in private investments and reforms in the financial sector that increased FDI inflow. Contribution of exports to India's GDP stood at 31.5% in 2018-19 and recorded marginal decline to 27.8% in 2019-20. In real value terms, India's foreign trade was worth Rs. 75,751 crore (US\$ 10.2 billion) in 1990-91. The total value of foreign trade gradually increased to Rs. 374,624 crore (US\$ 50.4 billion) in 1999-2000 and then surged to Rs. 5,902,401 crore (US\$ 795.2 billion) in 2018-19, as per the Economic Survey of India 2019-20. The total value of merchandise exports from India amounted to Rs. 2,396,337 crore (US\$ 323 billion) in 2018-19. The Government has planned further increase of Exports in most of the sectors; even from self help group to big corporates.

- **Gati Shakti Master Plan:** It is a Rs.100 lakh-crore project for developing 'holistic infrastructure'. It will help raise the global profile of local manufacturers and help them compete with their counterparts worldwide. It also raises possibilities of new future economic zones. It will be a source of employment opportunities for the youth in future.
- **National Hydrogen Mission:** The National Hydrogen Mission and the green hydrogen sector will give India a quantum jump in meeting its climate targets. Green hydrogen is produced by splitting water into hydrogen and oxygen using an electrolyzer powered by electricity from renewable energy sources such as wind and solar. It will also help India to become energy independent. Today India spends over Rs 12 lakh crore on importing energy.
- **Rice Fortification Plan:** The rice distributed under various government schemes will be fortified by 2024. It includes the Public Distribution System (PDS), Mid-Day Meals in schools and Integrated Child Development Scheme (ICDS). It is a significant initiative as the country has high levels of malnutrition among women and children. According to the Ministry of Consumer Affairs, Food and Public Distribution, every second woman in the country is anaemic and every third child is stunted. India ranks 94 out of 107 countries and is in the 'serious hunger' category on the Global Hunger Index (GHI). Six states, including Maharashtra and Gujarat, have started distributing fortified rice as part of the pilot scheme. Food fortification or enrichment is the process of adding micronutrients to food.
- **E-commerce platform for Self-Help Groups:** This digital platform will connect the products of women Self-Help Groups with people in far flung areas of the country as well as abroad and it will have far-reaching consequences. The government will create an e-commerce platform to ensure a huge market in the country

and abroad for their products.

- **Adoption of digital technology to accelerated funding in Indian healthcare sector.** Digital health service like adoption of Machine learning (ML), Artificial Intelligence (AI), Internet of Things (IoT), Digital Medical Records, Remote Health Monitoring Service and Hybrid model has been available since long in the healthcare sector.
- **Tech trends to play greater role in voice search industry in India.** Rapid growth in the technology is giving immense popularity to Voice Search Industry by adopting new tech trends such as Artificial Intelligence, Machine Learning, IoT, Cloud Computing, Remote Access, SEO, Content Marketing in various sectors.
- **India's Staffing industry is expanding despite pandemic.** Indian staffing industry ends FY'21 with modest 3.6 % growth despite the pandemic in major sectors like Healthcare, IT &ITeS, Pharma, EdTech, Ecommerce, Logistics, Manufacturing.
- Government's thrust on promoting agricultural and processed food products exports across the globe. The government's push to promote agricultural and processed food exports throughout the world.
- India keen to augment hydrogen supply chain and is looking for prospects about green hydrogen as transport fuel. India is willing to expand its hydrogen supply chain and exploring the possibilities of green hydrogen as a transportation fuel.

यूनान -ओ -मिस्त्र -ओ रोमा सब मीट गए जहां से ;
अब तक मगर है बाकि नाम -ओ - निशां हमारा ;
कुछ बात है की हस्तीम मिटती नहीं हमारी ;
सदियों रहा है दुश्मन दौर -ए -जमाँ हमारा ;
सारे जहां से अच्छा हिंदोस्ता हमारा !



**Sensitization on Vigilance for CISF Personnel,
MDL Unit**

सतर्कता जागरूकता सप्ताह 2021
VIGILANCE AWARENESS WEEK 2021



स्वतंत्र भारत @75: सत्यनिष्ठा से आत्मनिर्भरता
Independent India @75:
Self Reliance with Integrity



**Sensitization on Vigilance
for CISF, MDL Unit**

14 Oct '21





Shri Rajkumar Deori
CM (Vigilance)

Organization and Importance of Organization Culture

Organization culture:

Organization culture refers to the beliefs and principles of a particular organization. The culture followed by the organization has a deep impact on the employees and their relationship amongst themselves. Businesses with an organizational culture tend to be more successful than less structured companies because they have systems in place that promote employee performance, productivity and engagement. Having a strong company culture motivates everyone to do their best work.

Every organization has a unique culture making it different from the other and giving it a sense of direction. It is essential for the employees to understand the culture of their workplace to adjust well.

Broadly there are two types of organization culture:

- **Strong Organization Culture:** Strong organizational culture refers to a situation where the employees adjust well, respect the organization's policies and adhere to the guidelines. In such a culture, people enjoy working and take every assignment as a new learning and try to gain as much as they can. They accept their roles and responsibilities willingly.
- **Weak Organization Culture:** In such a culture, individuals accept their responsibilities out of fear of superiors and harsh policies. The employees in such a situation do things out of compulsion. They just treat their organization as a mere source of earning money and never get attached to it.

Importance of Organisation Culture:

Following are the means for better organizational culture:

- Increased employee engagement
- Decreased attrition
- Strong brand identity
- Elevated productivity
- Transformational power
- Top performers
- Effective on boarding
- Healthy team environment

Increased employee engagement

A work environment that possesses organizational culture is driven by purpose and clear expectations. This motivates and inspires employees to be more engaged in their duties and interactions with others. It also

leads to high levels of workforce engagement, which drives productivity. Having a strong connection to an organization and its employees creates an atmosphere of positivity that is hard to ignore.

Decreased Attrition

Employees who feel valued and respected in an organisation are less likely to leave the organisation. That's why it is essential for brands to foster a winning organizational culture that supports their core values and mission statement. Happy employees mean less attrition, which saves companies time and money in the hiring process. Companies that achieve a strong culture must take steps to maintain and improve it.

Elevated productivity

When employees have the resources and tools they need to succeed, it helps to increase productivity and overall performance levels. Organizational culture impacts the structure of a workplace in ways that bring people of the same skill set together. Those who share similar backgrounds and skills may work more quickly, together when tackling company projects.

Strong brand identity

A company's organizational culture represents its public image and reputation. People make assumptions about businesses based on their interactions within and outside of the company. If it lacks organizational culture or has a weak image, customers may hesitate to do business with anyone who is associated with the brand. Businesses with a strong brand identity tend to attract more business and candidates with similar values who support their mission.

Transformational power

Not all businesses have the power to transform ordinary employees into total brand advocates, but one of the greatest advantages of a strong organizational culture is that it has the power to turn employees into advocates. Companies that recognize their employees' efforts and celebrate team successes are more likely to notice a change in employees as they experience a sense of accomplishment.

Top performers

Companies that promote community in the workplace are more likely to retain their best employees. People who are great at their jobs and know the value of their skills generally leave negative work environments where they feel undermined and unappreciated. Organizational culture builds a high-performance culture that strengthens the work of people within the company, resulting in a positive employee experience overall.

Effective onboarding

Businesses with an organizational culture are more and more relying on effective onboarding practices to train new hires. Onboarding practices that include orientation, training and performance management programs help new employees to access the right resources and better transition into their roles. This promotes employee longevity and loyalty and reduces the amount of frustration some employees experience when they don't have the information needed to do their job well. Onboarding is a great way for companies to ensure new hires understand the core values of their business.

Healthy team environment

Organizational culture helps improve workflows and guides the decision-making process. It also helps teams overcome barriers of ambiguity. Team members who are well informed and knowledgeable the certain processes are often more motivated to finish projects. Having a clear culture that unifies employees and promotes organized work structures helps people work together with purpose.

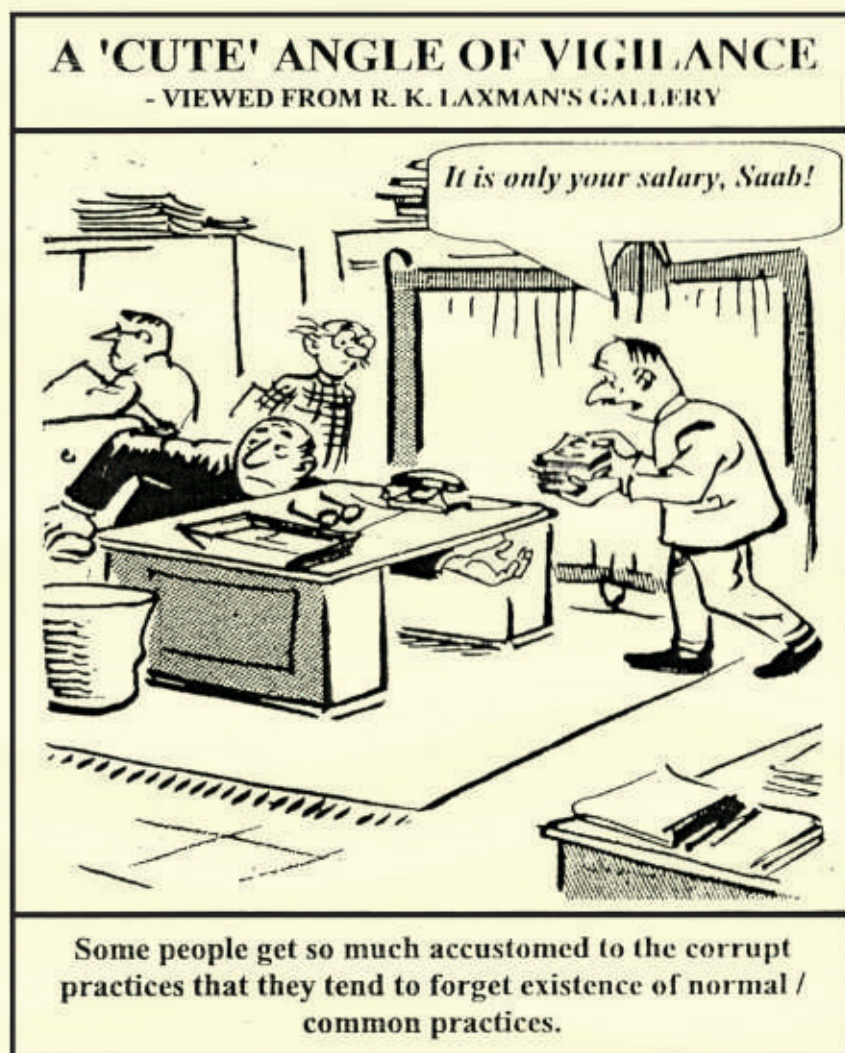
Conclusion:

These are just a smattering of reasons why organizational culture is important, but there is a good starting point to let us think about what our own organization brings to the table. What's important at our company might be totally different depending on the situation.

Now a days, it is commonly heard in each speech in MDL that nomination era of getting orders from Govt. of India is over. In such a situation, a strong organisation culture will create strong brand identity, which will help to attract more businesses to MDL.

We have to now find out what aspects of our organizational culture are most important to our employees and we may carry out a "Culture Audit".

(Courtesy: NDDB and Materials available on internet)





श्री एच एस करमाळकर
मुख्य व्यवस्थापक (दक्षता)

भ्रष्टाचाराचा संक्षिप्त आढावा

भ्रष्टाचाराची व्याख्या:

- भ्रष्टाचार हा अप्रामाणिकपणा किंवा फौजदारी गुन्हा म्हणून परिभाषित केला जातो जो एखाद्या व्यक्तीने किंवा एखाद्या संस्थेद्वारे हाती घेतला जातो. ज्याला अधिकारपदाची जबाबदारी सोपवली जाते, तो बेकायदेशीर फायदे मिळवण्यासाठी किंवा एखाद्याच्या खाजगी फायद्यासाठी सत्तेचा गैरवापर करतो.
- इकॉनॉमिस्ट इयान सीनियरने भ्रष्टाचाराची व्याख्या तृतीय पक्षाला गुपचूप चांगली किंवा सेवा देण्याची क्रिया म्हणून केली आहे जेणेकरून तो किंवा ती भ्रष्टाचारी, तृतीयपंथी किंवा ज्यामध्ये भ्रष्ट एजंटला अधिकार आहे अशा दोन्ही गोष्टींवर प्रभाव टाकू शकेल.

भ्रष्टाचाराचे प्रमाण:

- क्षुल्लक भ्रष्टाचार:** क्षुल्लक भ्रष्टाचार लहान प्रमाणात होतो आणि जेव्हा सार्वजनिक अधिकारी जनतेला भेटतात तेव्हा सार्वजनिक सेवांच्या अंमलबजावणीच्या शेवटी होते. उदाहरणे - नोंदणी कार्यालये, पोलीस स्टेशन, परवाना बोर्ड इ.
- मोठा भ्रष्टाचार:** मोठ्या भ्रष्टाचाराची व्याख्या सरकारच्या उच्च स्तरावर होत असलेल्या भ्रष्टाचाराच्या रूपात केली जाते ज्यासाठी राजकीय, कायदेशीर आणि आर्थिक व्यवस्थांमध्ये लक्षणीय बदल करण्याची आवश्यकता असते.
- पद्धतशीर भ्रष्टाचार (किंवा स्थानिक भ्रष्टाचार):** पद्धतशीर भ्रष्टाचार (किंवा स्थानिक भ्रष्टाचार) भ्रष्टाचार आहे जो प्रामुख्याने एखाद्या संस्थेच्या किंवा प्रक्रियेच्या कमकुवतपणामुळे होतो.
खालील घटक प्रणालीगत भ्रष्टाचाराला प्रोत्साहन देतात:
 - i. परस्परविरोधी प्रोत्साहन.
 - ii. विवेकाधीन शक्ती.
 - iii. एकाधिकारशाही शक्ती.
 - iv. पारदर्शकतेचा अभाव.
 - v. कमी वेतन.
 - vi. दंडमुक्तीची संस्कृती.

भ्रष्टाचाराची कारणे: भ्रष्टाचाराची कारणे म्हणून खालील घटक कारणीभूत आहेत:

- पैशाचा लोभ, वासना.
- बाजारातील उच्च पातळी आणि राजकीय मक्तेदारी
- लोकशाहीची निम्न पातळी, कमकुवत नागरी सहभाग आणि कमी राजकीय पारदर्शकता
- नोकरशाहीचे उच्च स्तर आणि अकार्यक्षम प्रशासकीय संरचना
- कमी प्रेस स्वातंत्र्य
- कमी आर्थिक स्वातंत्र्य
- मोठे जातीय विभाजन आणि गटातील पक्षपातीपणाचे उच्च स्तर

- लिंग असमानता
- गरिबी
- राजकीय अस्थिरता
- कमकुवत मालमत्ता अधिकार भ्रष्ट शेजारील देशांकडून संसर्ग
- शिक्षणाचे निम्न स्तर
- समाजाशी बांधिलकीचा अभाव
- अवांतर कुटुंब
- बेरोजगारी

भ्रष्टाचाराची ठिकाणे:

1. सरकारी/सार्वजनिक क्षेत्र: सार्वजनिक भ्रष्टाचारात राजकीय प्रक्रिया आणि कर गोळा करणारे आणि पोलिस यासारख्या सरकारी संस्थांचा भ्रष्टाचार, तसेच करार, अनुदान आणि नोकरीसाठी सार्वजनिक निधी वाटप करण्याच्या प्रक्रियेत भ्रष्टाचार समाविष्ट आहे.

- a. **राजकीय व्यवस्थेमध्ये:** राजकीय भ्रष्टाचार म्हणजे सार्वजनिक सत्ता, कार्यालय किंवा संसाधनांचा गैरवापर वैयक्तिक फायद्यासाठी, खंडणी, विनंती करून किंवा लाच देऊन.
- b. **पोलिसांच्या आत:** पोलिस भ्रष्टाचार हा पोलिसांच्या गैरव्यवहाराचा एक विशिष्ट प्रकार आहे जो आर्थिक लाभ, वैयक्तिक लाभ, पोलिस अधिकारी किंवा अधिकार्यांसाठी करिअरची प्रगती मिळवण्यासाठी किंवा तपास किंवा अटक किंवा "पातळ निव्व्या रेषेचा" पैलू ज्यामध्ये शक्ती त्यांचे क्षेत्र, युनियन आणि/किंवा इतर कायद्याची अंमलबजावणी करणाऱ्या सदस्यांना जबाबदारीपासून वाचवण्यासाठी सदस्य खोटे बोलतात.
- c. **न्यायालयीन व्यवस्थेत:** न्यायिक भ्रष्टाचार म्हणजे न्यायाधीशांच्या भ्रष्टाचाराशी संबंधित गैरवर्तन, लाच घेणे किंवा देणे, दोषी गुन्हेगारांना अयोग्य शिक्षा, सुनावणीत पक्षपात आणि युक्तिवाद आणि अन्य प्रकारचे गैरव्यवहार यांचा संदर्भ.
- d. **सैन्याच्या आत:** सैन्य भ्रष्टाचार म्हणजे सशस्त्र दलातील सदस्यांनी सत्तेचा गैरवापर करणे, करिअरच्या प्रगतीसाठी किंवा सैनिक किंवा सैनिकांच्या वैयक्तिक फायद्यासाठी. लष्करी अधिकारी किंवा अधिकारी त्यांच्या पदांच्या शक्तीचा वापर करून बेकायदेशीर क्रियाकलाप करतात, जसे की अन्न, औषध, इंधन, शरीर कवच किंवा स्थानिक काळ्या बाजारात विकण्यासाठी शस्त्रे यासारखी रसद पुरवठा कमी करणे. लष्करी अधिकारी, गुन्हेगारी सिंडिकेट्स, खाजगी लष्करी कंपनी आणि दहशतवादी गटांना त्यांच्या वरिष्ठांच्या मंजूरीशिवाय उपकरणे आणि लढाऊ मदत पुरवल्याची उदाहरणे देखील आहेत.
- e. **आरोग्यसेवेमध्ये:** भ्रष्टाचार हा खाजगी आणि सार्वजनिक आरोग्य क्षेत्रात होतो आणि तो चोरी, चोरणे, नातलगपणा, खंडणी होईपर्यंत लाच किंवा अयोग्य प्रभाव म्हणून दिसू शकतो, मग ती सेवा तरतूद, खरेदी, बांधकाम आणि कामावर असू शकते. सेवेतील भ्रष्टाचाराचे सहा सर्वात सामान्य मार्ग म्हणजे अनुपस्थिति, रुग्णांकडून अनौपचारिक देयके, गबन, सेवा वाढवणे आणि सेवांची किंमत, पक्षपात आणि डेटामध्ये फेरफार (कधीही न पाठवलेल्या किंवा न केलेल्या वस्तू आणि सेवांसाठी बिलिंग)

2. कॉर्पोरेट भ्रष्टाचार: कॉर्पोरेट गुन्हेगारी म्हणजे एखाद्या कॉर्पोरेशनद्वारे किंवा कॉर्पोरेशन किंवा इतर व्यावसायिक संस्थेच्या वतीने काम करणाऱ्या व्यक्तींनी केलेल्या गुन्ह्यांचा संदर्भ आहे.

3. शिक्षण पद्धतीत: विद्यापीठांमध्ये/संस्थांमध्ये प्रवेशात भ्रष्टाचार पारंपारिकपणे शिक्षण क्षेत्रातील सर्वात भ्रष्ट क्षेत्रांपैकी एक मानला जातो.

4. कामगार संघटनांमध्ये: संघटित गुन्हेगारी घटकांद्वारे नियंत्रित होत राहिले.

5. धर्मात: धर्माच्या इतिहासात धार्मिक प्रथा आणि संस्थांमध्ये अस्तित्वात असलेल्या भ्रष्टाचाराकडे लक्ष वेधणाऱ्या धार्मिक नेत्यांची असंख्य उदाहरणे समाविष्ट आहेत.

6. तत्त्वज्ञान मध्ये: भ्रष्ट "विद्यापीठ" तत्त्वज्ञ, ज्यांची "खरी चिंता श्रेयाने स्वतःसाठी प्रामाणिक उपजीविका मिळवणे आणि जनतेच्या दृष्टीने विशिष्ट प्रतिष्ठेचा आनंद घेणे ही आहे.

7. **रोख रकमेसाठी शस्त्रे:** पेमेंट देखील विचित्र किंवा अप्रत्यक्ष मार्गाने होऊ शकते जसे युद्धानंतरचे तेल करार, युद्धानंतरच्या हॉटेलची मालकी, संघर्ष हिरे, कॉर्पोरेट शेअर्स किंवा दीर्घकालीन युद्धानंतरच्या आश्वासनांमध्ये सहभागी पक्षांमधील करार. .

8. **नैसर्गिक संसाधने:** कमी लोकशाही देशांमध्ये, हिरे, सोने, तेल आणि वनीकरण यासारख्या संसाधनांच्या उपस्थितीमुळे भ्रष्टाचाराचे प्रमाण वाढते. भ्रष्टाचारात औद्योगिक भ्रष्टाचार, मोठ्या लाचेचा समावेश आहे, तसेच शिकार दुर्लक्षित करण्यासाठी पार्क रेंजरला पैसे देणारा शिकारीसारखा छोटा भ्रष्टाचार.

भ्रष्टाचाराच्या पद्धती:

a. **लाच:** लाचखोरीमध्ये वैयक्तिक फायद्याच्या बदल्यात भेटवस्तू आणि अनुकूलतेचा अयोग्य वापर समाविष्ट आहे. दिलेल्या अनुकूलतेचे प्रकार वैविध्यपूर्ण आहेत आणि त्यात पैसे, भेटवस्तू, स्थावर मालमत्ता, जाहिराती, लैंगिक अनुकूलता, कर्मचारी लाभ, कंपनीचे भाग, विशेषाधिकार, मनोरंजन, रोजगार आणि राजकीय फायदे यांचा समावेश असू शकतो. लाचखोरी अधिका-यांना ब्लॉकमेल किंवा खंडणीसाठी अधिक संवेदनशील बनवू शकते.

b. **गैरव्यवहार, चोरी आणि फसवणूक:** गैरव्यवहार आणि चोरीमध्ये एखाद्याला निधी किंवा मालमत्तेमध्ये प्रवेश आहे ज्यांनी त्यांच्यावर बेकायदेशीरपणे नियंत्रण ठेवले आहे. फसवणूकीमध्ये फसवणूकीचा वापर फंड किंवा मालमत्तेच्या मालकाला अनधिकृत पक्षाला देण्यास भाग पाडण्यासाठी केला जातो.

c. **कलम:** भ्रष्टाचाराचे राजकीय कृत्य म्हणजे जेव्हा सार्वजनिक प्रकल्पांसाठी उद्देशित निधी भ्रष्ट व्यक्तींच्या खाजगी हितसंबंधांना जास्तीत जास्त लाभ देण्यासाठी हेतुपुरस्सर चुकीचा निर्देशित केला जातो.

d. **खंडणी आणि ब्लॉकमेल:** एखाद्या विशिष्ट अधिकाऱ्याने विशिष्ट पद्धतीने मतदान न केल्यास त्यांचे गुप्त उघड करण्याची धमकी देणे किंवा सतत गुप्ततेच्या बदल्यात पैशांची मागणी करणे.

e. **पेडलिंगवर प्रभाव:** इन्फ्लुअन्स पेडलिंग म्हणजे सरकारमध्ये एखाद्याचा प्रभाव वापरणे किंवा अधिकारासाठी किंवा प्राधान्यपूर्ण उपचार मिळविण्यासाठी प्राधिकरणातील व्यक्तींशी संबंध ठेवणे, सामान्यतः देयकाच्या बदल्यात.

f. **नेटवर्किंग:** नेटवर्किंगच्या या स्वरूपाचे वर्णन औपचारिक प्रक्रियांना भ्रष्ट करण्याचा प्रयत्न म्हणून केले गेले आहे, जिथे सर्वांना त्यांचे गुण प्रदर्शित करण्याची समान संधी दिली जाते.

g. **विवेकाचा गैरवापर:** विवेकाचा गैरवापर म्हणजे एखाद्याच्या अधिकारांचा गैरवापर आणि निर्णय घेण्याच्या सुविधांचा संदर्भ.

h. **पक्षपात, नातलगवाद आणि ग्राहकवाद:** पक्षपात, आप्तवाद आणि क्लायंटिझममध्ये भ्रष्टाचार करणारा नसून त्यांच्याशी संबंधित कोणीतरी, जसे की मित्र, कुटुंबातील सदस्य किंवा असोसिएशनचा सदस्य यांचा समावेश आहे.

भ्रष्टाचाराचा परिणाम:

1. भ्रष्टाचार हा सार्वजनिक गुंतवणूकीच्या वाटाशी जोरदार नकारात्मकतेने जोडलेला आहे आणि म्हणूनच तो आर्थिक वाढीचा दर कमी करतो.
2. भ्रष्टाचार उत्पादक क्रियाकलापांचे परतावा कमी करतो.
3. भ्रष्टाचार वाढीव असमानतेची संधी निर्माण करतो, उत्पादक क्रियाकलापांचे परतावा कमी करतो आणि म्हणूनच भाडे मागणे आणि भ्रष्टाचार क्रियाकलाप अधिक आकर्षक बनवतो.

प्रतिबंध:

तळाची यंत्रणा निर्माण करणे, नागरिकांच्या सहभागाला प्रोत्साहन देणे आणि अखंडता, उत्तरदायित्व आणि पारदर्शकता या मूल्यांना प्रोत्साहन देणे हे भ्रष्टाचाराशी लढण्याचे आणि भ्रष्टाचाराविरुद्ध लढा देण्यास इच्छुक नागरिकांना सामील करून चांगल्या प्रशासनाच्या धोरणांच्या विकासासाठी महत्त्वपूर्ण घटक आहेत.



Sensitization Programme for MDL Executives

Training Program on
"Preventive Vigilance"
5th and 6th October 2021







Shri Vivek S More
CM (Vigilance)

Article on The Prevention of Corruption Act, 1988 (PC Act-1988), IPC, Cr. PC & CBI:

A) **Introductory:**

The P.C. Act, 1988 is like the Gita or Bible to everyone, who is a public servant or one deals with public servants. The objective for which the ACT was promulgated is to prevent bribery and corruption among public servants and create purity and cleanliness in the society.

The ACT amends the Prevention of Corruption Act, 1947 and consolidates the legislation dealing with offenses under the category bribery and corruption in public services scattered in different enactment. The provisions of other enactment relating to prevention of corruption in public services contained in the Indian Penal Code and The Criminal Law Amendment Act, 1952, are now redundant and have been repealed by this ACT.

Some of the major changes brought about by the Prevention of Corruption Act, 1988, are as under: -

- a. The definition of "public servant" has been enlarged;
- b. A new concept of public duty has been introduced for the first time [Section 2© (viii)];
- c. Minimum sentence of six months has been prescribed for the offences committed under the Act. The Courts have been denied any discretion, either for special or adequate reasons, to reduce the sentence for six months;
- d. The State Government or as the case may be, the Central Government has now the power to make an application to the District Judge for the attachment of the money or property which is believed to have been acquired by the public servant by corrupt means;
- e. The concept of 'known sources of income' has undergone a radical change. This now means not only the income received from any lawful sources but also includes such receipt that has been intimated in accordance with the provisions of any law, rules or orders for the time-being applicable to the public servant.

Section 13 to 15 of the ACT introduces or defines new offences, not earlier provided under the Indian Penal Code, that is, the offence of criminal misconduct on the part of public servants. Section 13 provides that a public servant shall be guilty of misconduct, if it was proved that he or any person on his behalf was in possession of 'disproportionate assets' i.e. property or valuables, disproportionate to his known income for which the accused could not satisfactory account. Section 14 provides deterrent punishment for habitual committers of specific offences under (Sec.8, 9 and 12) of the ACT. An attempt to commit offences under specified subsections of Section 13 of the ACT is deemed a crime under Sec. 15 and liable for punishment. The public servant can no longer sit tight and wait for the prosecution to conclusively prove his guilt beyond doubt and hold the dictum that until the contrary is proved everyone in the face of law is deemed innocent. The prosecution still has the responsibility, but the procedure is rendered more perfect and transparent. When certain circumstances against the public servant are pointed out, it equally becomes his responsibility to explain his conduct satisfactorily and prove his innocence or else he may be presumed to be guilty. In short if the prosecution proves the specific actions of the public servant implying presumptions of misconduct under the ACT, it is the duty of the public servants to explain those of his

actions satisfactorily. In criminal law the motive of the crime is to be established, as it is assumed that crime is committed by the mind principally and meekly executed by the hands or other limbs of the body. This benefit is not available to a public servant accused under the Prevention of Corruption Act, 1988.

Lest the quick and summary provisions of the ACT results in misplaced action and innocent officers or public servants are unduly victimized, the ACT also provides inbuilt safeguards intended for honest public servants. As a gun can fire in all directions, every tool created to fight or prevent the wrong can be put to abuse or misuse. In the enthusiasm for cleaning of or removing misconduct, enforcement action should not result, and it should not be possible that in the intention of its removal, dirt is actually thrown on an object that is clean already. While it is necessary and in public interest that corruption in public services should be eradicated, it is equally in public interest that honest public servants should be able to discharge their duties without fear of false, frivolous and malicious accusations. The provision to safeguard and prevent unintended abuse or harmful action under the act is provided in Chapter V of the ACT titled 'Sanction for Prosecution & Other Miscellaneous Provisions'. These are powerful and effective tools, but these should be used only by the most responsible persons at senior levels, and that too only after consultation and obtaining the prior sanction of an equally competent public authority. These are the essence of the safeguards provided in the Chapter V of the ACT to ward off hasty or unwarranted use of the enforcement provisions of the ACT.

B) Salient Features of PC Act:

- a) Sanction of competent authority is required for prosecution U/s 19,
- b) Trial by Special Judges U/s 4,
- c) Bail/ Remand/ attachment and other Misc. matters are required to be presented before Special Court.
- d) Charge sheet is submitted directly to the Special Court without committal, procedure of warrant trial.

C) Definition of the term 'Public Servant'(PS):

Everything in the ACT concerns the 'public servants', but who are public servants? If lengthy process of investigation is conducted and action or prosecution initiated under the ACT, the accused may still contend in the trial court that he is not a public servant and hence the offences cannot be charged on him. If court accepts the plea, it is on this single plea that the accused is set free. But the more painful part is that the entire labour and time spend on investigation and prosecution are rendered a waste of resource. It is necessary to identify who are public servants easily and it is also necessary that the definition is comprehensive that no one accountable for public functions escapes the ambit of law. The twin objectives are fulfilled, if the law is made not only clear, unambiguous and without being unwieldy, but is also exhaustive and fool proof.

Up to now the definition of 'public servant' as given several decades back in Indian Penal Code under Section 21 was considered the exhaustive definition. This included 11 definitions numbered from (ii) to (xii). The approach in the Indian Penal Code was to define persons by stating their duties or functions performed.

The P.C. Act 1988 redefines the term 'public servant' to make it up to date and exhaustive, fool proof and unambiguous, without making it too lengthy. It now includes 12 clauses with two clauses giving "Explanation of unique characteristic of the definition", against 11 under Sec. 21 of I.P.C. The present definition in P.C. Act gives both the designation or titles of public servants, as well as the functions performed by them thus lending better clarity. Further a number of new categories of those giving service to the public like office bearers of co-operative societies, or persons holding responsible posts in the Universities including professors and those appointed to be member of service commissions or bodies constituted to conduct examinations. The objective to expand the coverage of all persons holding

responsibility for serving the public in any manner. The act covers only public servants and not others. If any person is deemed a public servant, then the various provisions of the act applies. He can be deemed to have committed offences, whenever he commits any action that is prohibited by the ACT, for which punishment as prescribed under the act can be imposed.

Public Servant as defined in Section 2c has broader ambit & it mainly comprises of:

- a) All Government Employees,
- b) Employees of Panchayat, Municipality etc.,
- c) Employees of Banks/ PSUs,
- d) Judiciaries,
- e) Universities &
- f) Those holding public office and discharging public duty etc.

D) Brief about Acts, Complex Nature of Crime, Empowerment for Investigation of cases, Permission for Enquiry/Investigation, Investigation Agencies, Trap Cases, Traps Steps, Cases of Abuse of official position, DA Cases, Role of CBI, Preventive Work & Punitive Work:

1. **The various acts in concern with Prevention of Corruption are broadly summarized as hereunder:**
 - a) **Indian Penal Code (IPC):** It defines offences and prescribes about punishments.
 - b) **Code of Criminal Procedure (Cr. PC):** Procedures and powers to judiciary/ police and other officials.
 - c) **Indian Evidence Act:** About Evidence.
2. **The following cases are considered under Complex Nature of Crime viz:**
 - a) Cases of allegations in procurement of highly technical goods/ services &
 - b) Cases related to complex banking and financial system.
3. **U/s 17, certain level of officers can carry out investigation pertaining to their jurisdiction viz:**
 - a) Districts: Dy. SP.
 - b) Commissionerates: ACP.
 - c) CBI: Inspector.
4. **Permission for Enquiry/Investigation:**
 - a) The permission for Enquiry/ Investigation of Government/ Competent Authority is required for investigation of offences related to decision/ recommendations U/s 17A.
5. **The following investigation agencies are generally entrusted with the cases under PC Act, 1988 viz:**
 - a) CBI Anti-Corruption Branches.
 - b) State Anti-Corruption Bureau.
 - c) State Vigilance Bureau.
 - d) Lokayuktas.
6. **The following are illustrative examples of Trap Cases viz:**
 - a) Bribery
 - b) Public Servant (PS) demanding/taking bribe
 - c) Middleman demanding/taking bribe
 - d) Persons giving bribe

e) Commercial organizations involved in bribery

7. The following steps are involved in the Traps:

- a) Verification.
- b) Pre Trap/ Handing Over Proceedings.
- c) Post Trap/ Recovery Proceedings.

8. The following cases are considered as abuse of official position viz:

- a) Irregularity in work by public servant
- b) with dishonest intention
- c) Wrongful gain to others

9. The steps for ascertaining Disproportionate Asset (DA) Cases are as follows:

- a) Detection of Assets/ Expenditures/ Income
- b) Calculation of DA
- c) Providing opportunity to accused for explanation
- d) Testing the explanation by conducting investigation,
- e) If found not satisfactory- Prosecuted.

10. CBI is widely covers its functioning through it presence at various locations viz:

- a) Anti-Corruption Branches all over the country.
- b) Central Units having Pan India jurisdiction.
- c) Branch Offices are headed by HoB (SP/DIG).
- d) Zonal Office are headed by HoZ (IGP).

11. The details of Preventive Vigilance Work of CBI is narrated as hereunder:

- a) Conducting Joint Surprise Checks
- b) Finalization of Agreed Lists(AL)
- c) Finalization of Officer of Doubtful Integrity(ODI) Lists
- d) Naming of Undesirable Contact Man (UCM) Lists.

12. The steps involved in carrying out Punitive Work are as follows:

- a) Complaint Verification
- b) Receipt of 17A permission in certain cases
- c) Registration of Regular Case (occasionally Preliminary Enquiry – if required)
- d) Investigation
- e) Sending CBI Report to CVO for
- f) Sanction for Prosecution
- g) Initiation of Disciplinary proceedings

E) IMPORTANT PROVISIONS OF INDIAN PENAL CODE (IPC) /CODE OF CRIMINAL PROCEDURE (Cr. PC):

Section	Details
Sec 120 (B)	Criminal Conspiracy
Sec 166	Public Servant disobeying law with intent to cause injury
Sec 167	Public Servant framing an incorrect document with intent to cause injury

Section	Details
Sec 168	Public Servant unlawfully engaging in trade
Sec 169	Public Servant unlawfully buying or bidding for property
Sec 192	Fabricating false evidence
Sec 219	Public Servant in judicial proceeding corruptly making report etc. contrary to law
Sec 403	Dishonest misappropriation of property
Sec 409	Criminal Breach of Trust by a Public Servant
Sec 420	Cheating and dishonestly inducing delivery of property
Sec 441	Criminal Trespass
Sec 463	Forgery
Sec 468	Forgery for the purpose of cheating
Sec 471	Using as genuine a forged document
Sec 477	Falsification of accounts

F) Relevant Sections of Code of Criminal Procedure :

Section	Details
Sec 38	Aid to person other than Police Officer executive Warrant
Sec 62	Summons how served
Sec 63	Service of Summons on Corporate Bodies and Societies
Sec 66	Service of Summons on Government Servant
Sec 91	Summons to produce document or other thing.
Sec 154	First Information Report
Sec 160	Police Officer's powers to require attendance of witnesses
Sec 164	Recording of confession and statements



Sensitization Programme for MDL Non-Executives and Apprentices

सतर्कता जागरूकता सप्ताह 2021
VIGILANCE AWARENESS WEEK 2021



स्वतंत्र भारत @75: सत्यनिष्ठा से आत्मनिर्भरता
Independent India @75:
Self Reliance with Integrity



प्रतिबंधात्मक सतर्कता प्रशिक्षण
Preventive Vigilance Training
07 Oct '21



**श्री रामप्रीत यादव**

सहायक प्रबंधक (राजभाषा अनुभाग)

स्वतंत्र भारत 75 : सत्यनिष्ठा से आत्मनिर्भरता

किसी भी राष्ट्र के मूल्यवान संपत्ति उसके नागरिक होते हैं। राष्ट्र निर्माण की प्रक्रिया गुणवान, देशभक्त, राष्ट्रवादी, लोकहितकारी समावेशी समाज के द्वारा संगठित की जाती है। राष्ट्र का नेतृत्व प्रभावशाली, निष्पक्ष, कर्मठ, होनहार बहुजन हिताय चिंतक व्यक्ति के हाथ में होना चाहिए जिसमें स्वहित की भावना शून्य हो तथा राष्ट्रहित, लोकहित की भावना शत प्रतिशत हो।

पूरा विश्व कभी न कभी किसी का गुलाम रहा है। कई वर्षों तथा शताब्दियों तक गुलाम रहने के बाद लोगों में स्वाभिमान, आत्म सम्मान की भावना पैदा होती है जिसके कारण लोग संगठित होकर स्वतंत्र होने की कोशिश करते हैं और स्वतंत्र होते हैं तत्पश्चात राष्ट्रभक्ति, राष्ट्रभिमान की भावना जागृत होती है और लोग संगठित होकर देश के लिए काम करते हैं।

मानव सभ्यता विकास के 1500 वर्षों तक पूरा विश्व उथल पुचल से गस्त रहा है और विपन्न समाज के लोग दूसरे समाज को लूटकर अपनी जीविका चलाते रहे हैं। आज विश्व में जितने विकसित राष्ट्र हैं वे भी गुलामी का दंश झेल चुके हैं। 1947 से पहले भारत का शोषण विश्व के अनेक राजाओं की सेनाओं ने किया है, चाहे वह सउदी अरब के खलीफा हों या तुर्की का सेनापति और उससे पहले यूनान का सिकंदर और 12 वी शताब्दी में अफगानिस्तान के मुहम्मद गौरी, मुहम्मद गजनी उज्बेकिस्तान का तैमूर लेग-मंगोलिया का चंगेजखान और 16 वी शताब्दी के किस्टोफर कोलम्बस, इंग्लैंड का लॉर्ड कलाईव, फ्रांस के राजा द्वारा पॉन्डिचेरी पर कब्जा, पुर्तगालियों द्वारा गोवा पर 4 सौ साल तक शासन रहा हो।

स्वाभिमान जागृत होने पर देश के लिए शहीद होने वाला वर्ग खड़ा होता है और स्वतंत्रता प्राप्ति के पश्चात नये विचारों को लोकहित में लागू करने के लिए पुरानी शोषक जर्जर व्यवस्था को बदलता है। ब्रिटेन भी करीब 700 वर्षों तक इटली तथा फ्रांस का गुलाम रहा है और शोषित होने के बाद स्वाभिमान जागने पर स्वतंत्र हुआ है। बाद में दुनिया के अधिकतर भूभाग पर अंग्रेजों ने कब्जा किया और इनको लूटकर अपनी तिजोरी भरी है। भारत के राजा और नवाब के साथ सम्पन्न वर्ग के लोगो ने उनका साथ दिया था जिसके कारण आक्रान्ता सबल हो गये थे।

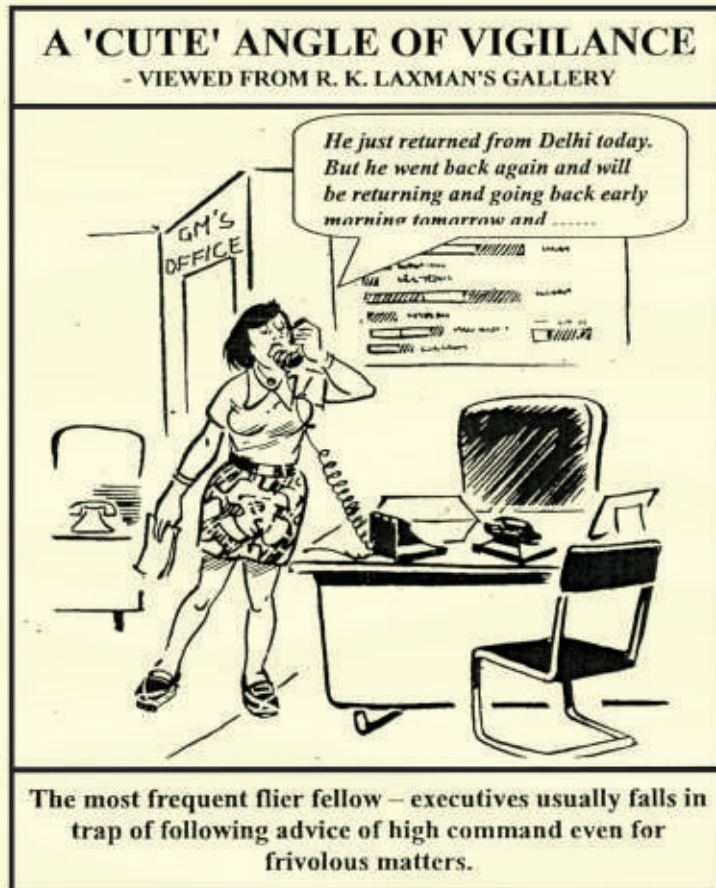
स्वतंत्रता पश्चात देश में भ्रष्टाचार की मात्रा धीरे-धीरे कम हुई है लेकिन समाप्त नहीं हुई है। इस बिमारी को अंग्रेजों ने समाज में लागू किया था क्योंकि उनको आर्थिक सम्पन्नता का लालच था। सन 1920 तक भारतीय सिपाही का वेतन 10 रु. प्रतिमाह तथा ब्रिटिश सिपाही का वेतन 70 रु. प्रतिमाह निर्धारित था। इतना वेतन में विभिन्नता होते हुए भी भारतीय सैनिक ब्रिटिश सेना में भर्ती होकर भारत वासीयों के विरुद्ध काम करते थे क्योंकि भारतीयों के स्वाभिमान को अंग्रेजों ने कुचल दिया था। सन 1857 के गदर पश्चात स्वाभिमान और राष्ट्र प्रेम की भावना जागने लगी और इसके कारण भ्रष्टाचार की मात्रा कम होने लगी।

1947 के पश्चात राष्ट्रीयता की भावना का विकास आरंभ हुआ जिसके कारण भ्रष्टाचार में कमी आई और अनेको लघु, मझोले तथा भारी औद्योगिक संस्थान स्थापित किये गये। इसके पहले अंग्रेजों ने अपने माल को भारतीय बाजार में बेचने के लिए गृह उद्योगों को नष्ट कर दिया था। आज भी देश में भ्रष्टाचार की मात्रा कुछ सरकारी विभागों में व्याप्त है जहाँ जनसंपर्क तथा राजस्व का व्यवहार होता है या अंग्रेजों द्वारा स्थापित कानून पुराने ढर्रे पर चल रहे हैं:

अंग्रेजों द्वारा स्थापित पुलिस कानून, न्याय व्यवस्था, राजस्व कानून, सरकारी कर्मचारी को प्राप्त विशेष अधिकार समाप्त करना आवश्यक है क्योंकि लॉर्ड मैकाले ने ऐसी व्यवस्था कायम किया था जिससे कुर्सी पर बैठा व्यक्ति अपने लोगों को भी शक की नजर से देखता है और वैचारिक रूप से उसे अपना नहीं समझता है। इस वैचारिक विभिन्नता के कारण वह कुर्सी के साथ न्याय करने की बजाय स्वार्थ वश भ्रष्टाचार को कायम रखता है क्योंकि व्यवस्था ने उसे विशेष सुरक्षा प्रदान किया है।

किसी भी समाज में लोकहित की भावना, सबके विकास का विचार जब तक उत्पन्न नहीं होता तब तक वह समाज, देश कभी उन्नत नहीं हो सकता है। हमारे समाज में गरीबी का मूल कारण अव्यवस्था, शोषण की प्रवृत्ति एवं स्वार्थ की उत्कट अभिलाषा है।

विश्व के करीब 10 देश हर तरह से सम्पन्न हैं और वहाँ नागरिकों का जीवन स्तर सम्मान जनक है। हम लोग भी अपने नागरिकों का जीवन स्तर खुशहाली सत्यनिष्ठा से कार्य करते हुए प्राप्त कर सकते हैं और प्रत्येक मामले में आत्मनिर्भर हो सकते हैं।





Shri Prince Abraham
AM (D-RTC)

Cultural, Religious diversity and Unity of India in light of Independent India @75

India is a land of wonders not just because of its rich heritage, history, ancient civilisation or the monuments it has, but also because of its vast diversity in terrain, fauna and flora, climate etc. More so because I have never understood the fact that India remains a nation after its independence inspite of its diversity in Religion, Language, Culture, Cuisine and what not ! Its amazing how we stick together as beads in a necklace even though the beads are of different colour or shape. What is important is the fabric which holds us together. I would like to elaborate upon or rather think aloud on the fine fabric which keeps us as one nation.

As an Army man I have travelled the length and breadth of this great nation and having had the opportunity to experience the sweetness of the cultural diversity of the country first hand, I can only say one thing; India really is a wonder and one of a kind in the entire world.

If we examine the basis of formation of nations of the world especially Europe we can understand one thing. They are linguistically formed or they became a nation because they spoke one language. The English speaking people came together to form England, Spanish the Spain, French the France etc. The only difference they had was the language as they practically had one religion (not taking into consideration the pre-historic/pre christian era) and did not have any problems as we had as to caste, sub caste etc. So what is it that connected us all together the Hindus, Christians, Muslims, Sikh, Jains, Buddhists, Parsi again all these belonging to various regions having their own culture, language, dressing, traditions, cuisines

Before Independence as we all know we were governed by more than 300 regional princes who fought among themselves. The British exploited this situation but indirectly contributed to the unification of Indians. First they introduced English education and second we were united under the banner of freedom struggle. We forgot our regional/religious/linguistic barriers and in one voice raised the slogan "quit India" That's what have united us. We came together to eradicate a common enemy and had the greatest gift in the world. FREEDOM! This was not so easy a task. People from the farthest corners converged to a single point and we earned this through hard struggle. We paid by blood. We toiled together in expressing our intention to be governed by ourselves.

So, is the unity still relevant which we have achieved for a single one time reason ? Yes and No !!

Yes! because we are now united by a nationalistic spirit which is now carried forth to generations and this feeling we have inculcated in our genes (the feeling of being Indian) which is affirmed by the Constitution. After the freedom struggle the one thing which now unites us is the Constitution. So it is very important that we preserve and uphold the spirit of constitution in our words and deeds.

Second thing is our National symbols. The Emblem, the Flag and the Anthem. These are continuous reminders which instills in us feel of nationality. So we should uphold them and guard the dignity of these symbols.

Third the Armed Forces. The forces is a cross section of the real India. It is force above all imaginable divisions. It also is a source of inspiration and provides us with a sense of security. So we should always give respect and regard to our Armed forces and teach children to always look high upon the activities of the Indian armed forces

and promote them.

Coming to the NO! part, are these constitution and national symbols enough to uphold the spirit of unity and integrity as a nation? Unlike the European nations, don't we have a common binding factor other than the above mentioned constitution and symbols which are results of a one time struggle owing to the following factors

1. Globalisation
2. Sectarianism / regionalism
3. Emerging Political scenario

We live in a world where we have opportunity to live and work in any corner of this blue sphere. So nations become irrelevant and if we look at the rate at which qualified youth and resources flow out, we can see that the rate is high in comparison to other nations. Part which might be financial compulsions. Although in the long run and basis Indian Philosophy of VASUDAIVA KUTUMBAKAM it may look good, the world is far away from attaining such a state. (Example: the under cooked EU)

Regionalism is an axe placed on the root of this beautiful concept INDIA. India cannot afford to grow region wise. Our policies to be framed to cater even development across the territory.

The trend of promoting regionalism and caste based politics which are really dangerous to the future of our country. Vote bank politics with short term gains or a single election in view forgetting the permanent damage it causes to the very fabric which keeps us together. We need to think with a vision in mind of not less than 100 years ahead. It will change the outlook and India will be recognised globally as we desire as a super power.

Some positive steps are now in place in this direction. The make in India Initiative, Programs which aim at sustained development of the lower classes, promoting financial reservation, support for the Small, medium industries and start ups, Stringent vigilance policies, etc are some examples.

But to rise up the standard and national spirit of the nation as a whole a sense of discipline is very important in the mind set of the general public. To instill this feeling we should deliberately take steps by means of social media platforms and most importantly by educating the new generation. Parents should give awareness about constitution, national symbols and Armed Forces at home and this should be part of our schooling system. (In my opinion NCC should be made a compulsory activity). Our syllabus should promote scientific thinking (This is a vision put forward in the very preamble of our constitution as fundamental duty (" It shall be the duty of every citizen of India to develop the scientific temper, humanism and spirit of inquiry and reform...") rather than giving anecdotes of cultural, caste based divisions and fights.

In spite of all the differences we still have a good unity which time and again is proved. We witnessed this when we had Kargil conflict, we witnessed this unity when we have natural calamity. Help flows from every state to the affected state. This is evident from the fact that we are effectively defending against Covid.

It is our duty as a citizen of this nation to uphold the principles of our constitution. It is our duty to promote our rich culture. It is our duty to educate our future generation to preserve this unity. We should explore and enjoy the diversity from Meghalaya to Bikaner. From Kashmir to Kanyakumari. The beautiful terrain, (every possible ones :Mountains, Plateaus, plains, coastal areas, dense forest etc) cuisine (If you have yet not tried the Bajre ki rotti and Sarson ka saag, pity!)

We are all blessed to have born in this diverse nation. We can with continuous reform and resolve become the land of opportunities and we have a duty to strive towards this aim. Lets rise above all barriers of divisions and enjoy the feeling of being Indian.





Shri Santosh Sonone
DGM (HR-Rec-NE)

Attributes A Good Manager Should Possess

TOLERANCE:

Since all people have faults and shortcomings, a Supervisor cannot be a perfectionist. A good leader must be tolerant of a person's shortcomings and he must respect and recognize each person's strong points. Mistakes allow us to mature and become wiser. Most people have no real idea of their strength or their weaknesses. When a subordinate tries something and fails, he or she is simply learning how to succeed. Failures are nothing more than lessons in disguise. They eventually lead us to wisdom and prosperity. A good leader will give his people the freedom to fail and by doing so they ultimately succeed.

ABILITY TO REASON:

Many managers believe that an argument can be decided on facts alone. However, when a subordinate really believes that he is right and you know that he is wrong, it may not be adequate to use logical reasoning. In case like this, it may be necessary to cater to emotions, to bring people around. Few people like to be proved wrong, even when the facts show they are wrong. Hence, some form of face saving for the subordinate is extremely important to his emotional well-being.

EMPATHY:

The narrow definition of empathy is the capacity to feel what others feel. Empathy should be a spontaneous thing, not something that is consciously turned on and off. One of the foundation skills that contributes to a manager's success is the skill of empathy. It starts with self-awareness, in that understanding your own emotions is essential to understand the feeling of others. Being empathetic allows leaders to help struggling employees improve and excel.

GOOD EMOTIONAL CONTROL:

A supervisor who is always losing his temper or showing irritation with people will rarely command the respect of his subordinates. Never forget that your people are watching you. Remember the imperfections of your character empower the imperfections of all those you lead. One of the task of a leader is to engage hearts.

WILLINGNESS TO LISTEN:

Many executives feel that because they are the boss they should do most of the talking. When they do this, subordinates naturally stop speaking up, with the result that the supervisor becomes ill informed on important happenings in his organisation. Visionary leaders/managers capture the hearts of their people by deeply listening to them. One of the greatest gifts you can ever give anyone is giving them 100% of your attention. Listen to your subordinates, listen to their hopes and their dreams and their frustrations. Get a clear sense of what the environment is really like within your Organisation, department or section. Always listen with the intent to understand.

QUICK TO PRAISE:

A good manager will praise his men for a job well done and will blame them by constructive criticism for jobs poorly done. A supervisor should not deliver off the cuff criticism that can degrade

dignity. Every person has a desire to expand and improve as a person. The deepest principle of human nature is the craving to be appreciated. Let your subordinates try new things and learn new skills. Let them fail from time to time, since failure is nothing more than learning how to win. Remember everyone is hungry for a little recognition and sincere appreciation for their efforts. Praising is a skill that requires study and practice. Praise must be specific, it must be immediate, it must be done in public and it must be sincere.

RECOGNITION OF DIFFERENCES:

If the Manager recognizes that some of his people are self-confident and optimistic, he should approach them differently than others who may lack self-confidence and also try to help these people to strengthen their weak points, this kind of coaching usually improves work efficiency. Leadership is not about managing things but developing people.

LACK OF TRUST:

Mutual trust is extremely necessary to generate confidence in the subordinate. If the Manager is a cynic and does not believe in people, this will be reflected in poor morale, poor work and a corresponding attitude on the part of his subordinates. Honesty is one of the most important leadership skills. Trust is one of the essential elements of every company. If your people don't trust you, there is no way they are going to give you their best efforts. Without Trust, there is no commitment and without commitment there is no company.

FLEXIBILITY:

A good supervisor cannot afford to be inflexible, because he is dealing with people rather than things, ideas or facts. Since people exhibit varying behaviour under different circumstances, flexibility is a must to cope with these changing situations. Flexibility is one of the most important trait of a leader. Be more flexible, more open and more accepting.

FREEDOM FROM PREJUDICE:

The antonym of the word 'prejudice' is 'pre-judgement'. Hence, prejudice can be equated with lack of judgement. Certainly the good Manager must be free from prejudices to be fair and effective with the working group. We all have prejudices, but we should continually strive to subjugate them.

GOOD SENSE OF HUMOUR:

Probably the most important part of good sense of humour is the ability to laugh at oneself. This single attribute can earn mountains of respect for the supervisor in situations where more scientific techniques would be of no avail.

ABILITY FOR SELF EVALUATION:

A manager can attain a fairly objective view of himself by looking within or seeking criticism from others such as his boss, colleagues and his subordinates. If the supervisor can identify his faults and work on them, his value will go up tremendously. He must always view himself as a life long student. Remember the best leaders are those who win the hearts and minds of those they lead are open and honest. They also share information with everyone and make it one of their highest priorities to keep their people informed. Long term success of leadership depends upon their information sharing and truth telling in all circumstances. Stop blaming others for the troubles in an organisation and assume responsibility for the failure. One should stop making excuses for why things have gone wrong and assume some responsibility for a change. Remember success is an inside job. Excellence begins within. Remember Leadership is not about popularity, it's about Integrity.

Source: Various Management Articles



VIGILANCE AWARENESS WEEK - 2020 : PRIZE-WINNING SLOGANS

हिन्दी

प्रथम पुरस्कार

“भ्रष्टाचारियो की दाल गले ना, खोले रखो सदा आँख और कान ।
सतर्कता से समृद्धी मिलेगी और, आम जनता का होगा कल्याण ।”

- श्री प्रकाश चन्द्र झा, व्य. सं. 98864, उप महाप्रबंधक (ज.नि.-कार्य)

द्वितीय पुरस्कार

“जब सतर्क होकर जुड़ेगे हम सब के हाथ,
समृद्धी ना कभी छोड़ेगी भारत माता का साथ”

- श्री अतुल हिरालाल आगवणे, व्य. सं. 99806, प्रबंधक (ज.नि.-रूपांकन)

मराठी

प्रथम पारितोषिक

“समूळ नष्ट करू भ्रष्टाचाराचा दैत्य
सतर्क भारत , समृद्ध भारत हेच एकमेव सत्य.”

- श्री प्रथमेश कुलकर्णी, श्री प्रसाद कुलकर्णी, व्य. क्र. 86407,
उप कार्यालय अधीक्षक, व्यवस्थापन विकास केंद्र, यांचे सुपुत्र

द्वितीय पारितोषिक

“भ्रष्टाचाराला ठोकू राम राम,
सतर्कताच असेल माझा आत्माराम”

- श्री अतुल हिरालाल आगवणे, व्य. क्र. 99806, प्रबंधक (ज.नि.-रूपांकन)

ENGLISH

1st Prize

“TO ROOT OUT CORRUPTION,
SPEAK YOUR HEART OUT,
LIKE A SKY PIERCING SHOUT”

- Shri Kamalakar B Sohoni, T. No. 85623, PA to GM (PS-P75)

2nd Prize

“DO NOT DO WHAT YOU WOULD UNDO IF CAUGHT.”

- Smt. Shruti Yogesh Mahadik, T. No. 201153, PA to ED(SB-Commercial)

**सतर्कता जागरूकता सप्ताह 2020 : निबंध-प्रतियोगिता****हिंदी निबंध स्पर्धा :- प्रथम पुरस्कार****सतर्क भारत – समृद्ध भारत****श्री नीरज कुमार पुरोहित**

प्रबंधक (योजना – पूर्व खंड)

प्रस्तावना:- जैसा कि इस वर्ष के विषय में ही यह निहित है कि हर उम्र में हर व्यक्ति विशेष को सचेत रहने पर ही समृद्धि मिलती है। सतर्कता से तात्पर्य है कि अपने आस पास के कार्यकलापों तथा नियमित दिनचर्या की बातों में सचेत रहना तथा सचेत रहते हुए हर कार्य को संज्ञान देना। किसी प्रकार का गलत निर्णय या व्यवहार किसी की सतर्क कल्चर वाले देश में नहीं हो सकता। जिस देश में सभी आय वर्ग के लोग अपने अपने स्तर पर सतर्क रहेंगे वहां पर सभी समृद्ध होंगे तथा समृद्धि निरंतर गतिशील रहेगी।

सतर्कता को भारत में व्यापित करने के उपाय:

- अ) देश के हर नागरिक को मौलिक अधिकार एवं उसके क्षेत्र के क्रियाकलापों के नियम कानून को उससे अवगत करना, जिससे कि वह नियम एवं कानून द्वारा पूर्णरूपेण सतर्क रह सके।
- ब) हर अपराध एवं कुछ भी गलत करने की कम समय में कठोर से कठोर सजा सुनिश्चित होनी चाहिए जिससे कि गलत कार्य का विचार या अवसर मिलने के बाद भी व्यक्ति सतर्क रह कर उसे न कर पाये।
- क) रोज दिनचर्या में यदि पूर्ण देश में सतर्कता व्यतित हो जाए तो देश का विकास तथा उससे सभी नागरिकों को क्या फायदा (लाभ) मिलेगा इसका संदर्भ हर नागरिक को ज्ञात होना चाहिए।
- ड) जागरूकता एवं सतर्कता का वातावरण शुरूवात में तो व्याप्त करना कठिन कार्य है पर इसका एक बार वातावरण स्थापित होने से पूरे राष्ट्र में यह विकसित किया जा सकता है।
- ई) समृद्ध शासक भारत की कल्पना सतर्क एवं जागरूक भारत में ही संभव है जिन-जिन स्थानों में अभी तक नागरिक को जागरूक न होने के कारण हनन हुआ उनका उदाहरण लेकर आगे ऐसा न होने का माडल तैयार किया जाना चाहिए। यह जिम्मेदारी हर नागरिक तथा हर विभाग को उठानी पड़ेगी।

सतर्क और जागरूक भारत में समृद्धि:

- अ) देश में समृद्धि का पैमाना जी.डी.पी. प्रति पर प्रति व्यक्ति आय तथा अन्य मानक बिंदुओं द्वारा ही निर्धारित किया जाता है ऐसे समृद्ध तथा जागरूक भारत में यह समृद्धि के पैमाने को शिखर पर पहुंचना तय है।
- ब) हर नागरिक हर आय वर्ग एवं आयु वर्ग के जीवन शैली का उच्च स्तर पूर्ण सतर्क एवं जागरूक भारत में ही संभव है।
- क) जिस देश में जागरूक नागरिक समृद्धि के साथ विकसित हो रहे हो वहां अन्य सभी पैमानों की मानक समृद्धि निश्चित है।

सारांश: सतर्कता तथा जागरूकता फैलाकर देश की समृद्धि की ओर ले जाने वाला कदम हर नागरिक को अपने स्तर पर स्वयं उठाना पड़ेगा यह कार्य केवल देश की सरकार नहीं कर सकती। देश का विकास देश के सतर्क और जागरूक नागरिकों द्वारा ही संभव है।

जय हिन्द - जय भारत



श्री प्रकाश चन्द्र झा
उप महाप्रबंधक (ज.नि.-अभि.)

सतर्कता जागरूकता सप्ताह 2020 : निबंध-प्रतियोगिता

हिंदी निबंध स्पर्धा :- द्वितीय पुरस्कार

सतर्क भारत – समृद्ध भारत

समृद्ध राष्ट्र का पूरे विश्व में सम्मान होता है। किसी भी राष्ट्र की समृद्धि वहाँ के आम नागरिकों के जनजीवन के स्तर से अनुमानित होता है। साथ ही राष्ट्र की खाद्यान्न आत्मनिर्भरता, सुरक्षा व्यवस्था, स्वास्थ्य संबंधी इंफ्रास्ट्रक्चर, उच्च एवं आधुनिक शिक्षा व्यवस्था, स्वच्छता एवं उन्नत अर्थव्यवस्था इत्यादि समृद्धि के द्योतक होते हैं। इन आयामों को प्राप्त करने के लिए, यह आवश्यक है कि उस राष्ट्र का सरकारी तंत्र शक्तिशाली हो, प्रभावी हो एवं भ्रष्टाचार से रहित हो। सबके लिए समान अवसर और सम्यक न्याय उपलब्ध हो। ऐसा नहीं हो जैसा कभी स्व॰ अदम गोंडवी ने कहा था-

“सरकारी फाइलों में तो, गाँव का मौसम गुलाबी है।
मगर ये आँकड़े झूठे हैं, और ये बातें किताबी हैं।

भेदभाव एवं पक्षपात रहित शासन व्यवस्था न केवल जनता का विश्वास हासिल करने में सक्षम होती है, बल्कि लोक कल्याण की योजनाओं को भी सुचारू रूप से कार्यान्वित करने में सफल होती है। समृद्धि के इन मापदंडों पर खरा उतरने के लिए भारत को अभी और फासले तय करने बाकी हैं। देश के कई हिस्सों में खुशहाली, समृद्धि और विकास की धारा अब भी पहुँचना बाकी है। देश की एक बड़ी जनसंख्या, आज भी गरीबी रेखा से नीचे अपना जीवन बसर कर रही है। दो जून की रोटी, शुद्ध पेय जल, शरीर पर वस्त्र, सर पर छत, हर हाथ को काम, वक्त पर सही इलाज, सब को नसीब नहीं है। विकास का सूरज उदय तो हुआ है लेकिन उसकी रश्मियाँ हर आँगन में धूप नहीं फैला रही हैं। कई लोगों के जीवन में आज भी अंधियारा है।

कवि दुष्यंत कुमार ने कभी लिखा था-

“ये सारा जिस्म झुक कर, बोझ से दुहरा हुआ होगा।
मैं सजदे में नहीं था, आपको धोखा हुआ होगा।
यहाँ तक आते-आते, सूख जाती हैं कई नदियाँ,
मुझे मालूम है पानी, कहाँ ठहरा हुआ होगा।”

यह जो विकास के मार्ग में रुकावट है, अवरोध है, ठहराव है, उसे दूर करने का अचूक और कारगर उपाय है, आम नागरिकों की सतर्कता। अगर लोगों में पर्याप्त जागरूकता विद्यमान हो जाय तो व्यवस्था की काया-पलट हो सकती है, स्थिति में आमूल-चूल परिवर्तन हो सकता है। किसी भी देश के ऊपर खतरा बाहर से भी हो सकता है और अंदर से भी हो सकता है। इतिहास गवाह है, कि अनेक बार, विदेशी आक्रांताओं ने अंदर के भीतरघातियों के सहयोग से ही देश के ऊपर हमला संभव कर पाया। कवि प्रदीप जी की पंक्तियाँ हैं----

“एक बात हमें कहनी है आज, इस देश के पहरेदारों से।
संभल के रहना देश के अन्दर, छुपे हुये गद्दारों से।”

कई मायनों में बाहरी से ज्यादा भीतरी लोग, आस्तीन के साँप की तरह, खतरनाक हो सकते हैं। लोभी, लालची, भ्रष्टाचारी लोग अपने व्यक्तिगत स्वार्थ के वशीभूत होकर देश की सुरक्षा, समृद्धि और विकास के लिए विष-तुल्य साबित हो सकते हैं। राष्ट्रीय संसाधनों का सही विधि से और सार्थक उद्देश्य के लिए उपयोग न हो सकेगा, और यदि राष्ट्र को अपनी सीमाओं को सुरक्षित रख पाने का संसाधन नहीं है, तो वह बाहरी हमले का शिकार हो सकता है; जो उसकी सभ्यता, संस्कृति और समृद्धि के लिए घातक हो सकता है।

किसी भी राष्ट्र को समृद्धि प्राप्त करने के लिए, अपने संसाधनों का समुचित उपयोग करने के विधान से अवगत होना आवश्यक है। संसाधनों में प्राकृतिक संसाधनों के अतिरिक्त, जो मानव संसाधन है वह अत्यंत आवश्यक है, और इन सब से भी आवश्यक है शासन तंत्र की शुचिता और सामर्थ्य। यदि भ्रष्टाचार का दीमक सरकारी तंत्र के ढाँचे को खोखला न कर दे, तो सभी किसानों के जीवन में उत्थान का सूरज उदय हो सकता है। निर्धनों को भी स्वास्थ्य की सुविधाएं यथासमय उपलब्ध हो सकती है। सभी के लिए शिक्षा, सभी के लिए रोजगार, खाद्यान्न की उपलब्धता सुनिश्चित की जा सकती है। किंतु कई किसानों के जीवन में विपन्नता और दरिद्रता स्थायी रूप से व्याप्त हो जाता है। दो वक्त की रोटी उसे भी साल भर नसीब नहीं होती, जो सभी के लिए अन्न उगाता है। किसानों की दुर्दशा व्यक्त करती कवि सुदीप भोला की ये पंक्तियां उपयुक्त जान पड़ती है,---

“जो अपने कांधे के ऊपर, खुद हल लेकर चलता है।
आज उसीकी कठिनाई का, हल क्यों नहीं निकलता है।
और है जिनसे उम्मीद उन्हें, बस चिंता है मतदान की।
टूटी माला जैसे बिखरी, किस्मत आज किसान की।”

समृद्ध राष्ट्र की यह पहचान है कि जहाँ का किसान अपने अनाज से देश का पेट भरता है तो देश यह भी सुनिश्चित करता है कि वह कभी भी खाली पेट नहीं सोये।

समृद्धि और सतर्कता में गहरा संबंध होता है। यदि घर का गृहपति जागृत हो, तो चोर उस घर को अपना निशाना नहीं बनाता; किसान सजग हो तो, उसके खेत जंगली पशुओं का शिकार नहीं होते; सीमा पर प्रहरी सचेत हो तो दुश्मन की दाल नहीं गलती; और यदि नागरिक सतर्क हो तो भ्रष्टाचारी अपने नापाक हरकतों में कामयाब नहीं हो पाते। अपराधियों को उजाले से भय लगता है। पकड़े जाने का डर मानव-मस्तिष्क पर प्रभावी हो जाता है। ऐसे कई उदाहरण सुनने को मिलते हैं जहाँ सिर्फ जानकारी मांग लेने भर से घपले, घोटाले और भ्रष्टाचार के मामले उजागर हुये हैं। नागरिकों को सूचना प्राप्त करने का अधिकार एक वरदान-स्वरूप ही है। एक कवि ने कुछ दिनों पहले कहा भी था-

“जो काम कभी न तीर से होगा, न कभी तलवार से होगा।
वो काम अब आसानी से, सूचना के अधिकार से होगा।”

राष्ट्रीय स्तर पर नागरिकों द्वारा सतर्कता रखने की मनोवृत्ति का माहौल अगर वास्तविक रूप में बन जाय तो यह परिवेश राष्ट्र के लिए परिवर्तनकारी होगा, प्रभावी होगा और प्रगति के पथ को प्रशस्त करेगा। सरकारी तंत्र के भ्रष्टाचार रहित होने से संसाधनों का सम्यक उपयोग होता है, लोक-कल्याण के उद्देश्यों की पूर्ति होती है और समाज में स्नेह, सद्भाव, सौहार्द और शांतिपूर्ण वातावरण का निर्माण होता है। यह बात सर्व विदित है कि समृद्धि के लिए शांति पहली आवश्यकता है।

इस प्रकार समृद्धि में सतर्कता एक सहयोगी बन कर राष्ट्र के विकास में महत्वपूर्ण योगदान दे सकती है। राष्ट्र का सतर्क होना राष्ट्रीय समृद्धि के मार्ग में यह पहली सीढ़ी है। भारत में अनुकूल वातावरण का निर्माण हो रहा है जो इसके सर्वांगीण विकास में सहायक होगा।

“गंगा-यमुना से सिंचित यह देश, है पहले से पावन और प्रसिद्ध भी।
सतर्कता की जो हवा चली है, बनेगा यह समर्थ भी और समृद्ध भी।”





श्री विनायक पुराणिक
कार्यालय अधीक्षक

दक्षता जागरूकता सप्ताह 2020 : निबंध-प्रतियोगिता

मराठी निबंध स्पर्धा :- प्रथम पारितोषिक

सतर्क भारत – समृद्ध भारत

दरवर्षी आपण सतर्कता जागरूकता सप्ताह साजरा करतो कोणत्याही देश / राष्ट्र प्रगति पथावर वाटचाल करत असताना त्यांच्या मार्गातील सर्वात मोठा अडसर म्हणजे भ्रष्टाचार.

भ्रष्टाचार निर्मूलनसाठी जागतिक स्तरावर प्रयत्न होत आहेत. पण माणसावर नैतिक मूल्यांचे उत्तम संस्कार झाले तर भ्रष्टाचाराचा समूल नाश व्हायला मदत होईल असे माझे प्रांजल मत आहे.

अन्न, वस्त्र व निवारा या मानवाच्या मूलभूत गरजा आपण सर्वांना माहित आहेत. फार पूर्वीपासून आदि मानव या गरजांच्या पूर्ततेसाठी समूहाने राहू लागला या समूह संकल्पनेतून अवतरला समाज. समजातील स्त्री, पुरुष, मुले-मुली, वृद्ध, तरुण यांच्या एकत्रित समूहाने राहण्याने त्यातून निर्माण झाले परस्पर संबंध प्रेम, आत्मीयता व सहकार्याची भावना व परस्परावलंबन तसेच ईतर दृष्ट गूण सुद्धा सोबतीला आलेच.

समाज जसा -जसा विकसित होत गेला तस-तसे व्यक्तिगत व सामाजिक जीवनात काही नियम बनत गेले. या नियमामुळे समाजाचे, संसाराचे नियमन होऊ लागले. मूल जन्माला आल्यापासून ते मोठे होऊन एक सुजाण नागरिक बनेपर्यंत त्याच्यावर जे संस्कार होतात त्यावर त्यांचे व्यक्तिमत्व घडते हे सत्य आहे. संस्कारीत होत प्रवाहित होते ती संस्कृती.

आज ही भारतीय संस्कृति तिच्यात समाविष्ट असण्याच्या संस्कारांनी, नितीमूल्यांनी समृद्ध आहे. शालेय व महाविद्यालयीन शिक्षणा बरोबरच नैतिक मूल्यांच्या शिक्षणाची आवश्यकता आहे. आज इंटरनेट व टेक्नालॉजीच्या माध्यमातून संपूर्ण जग जवळ आले आहे. पाश्चात्यांच्या अंधानुकरणातून त्यांची संस्कृती टीव्ही इंटरनेट व मनोरंजनाच्या माध्यमातून समाजाच्या तळागाळात पोहोचते आहे. मी व माझे या मनोवृत्ति मानव लिप्त होत चालला त्यामुळे तरुणाईला सुद्धा औदासीनचा (डिप्रेसन) चा विळखा पडतो आहे. त्यामुळे तरुणाईत आत्महत्येचे प्रमाण वाढते आहे.

शिक्षण म्हणजे परीक्षा त्यात मिळणारे गुण, पर्सेंटिज ,पर्सेंटाइल व अव्वल क्रमांक अशी मनोवृत्ति वाढत आहे. परीक्षा म्हणजे स्पर्धा आणि हे स्पर्धेचे जग आहे ईथे टिकायचे तर या स्पर्धेत धावलेच पाहिजे ही मनोवृत्ति आपल्या पालकाबरोबर पाल्यांमधेही बलावते आहे.

समाधान व संतोष नाही हव्यास वाढतो आहे. स्वार्थासाठी दुस-या व्यक्तिवर अन्याय अत्याचार होत आहेत आणि म्हणूनच शिक्षणात नैतिक मूल्यांचा समावेश करणे आज नितांत गरजेचे आहे. आपण या नैतिक मूल्यांचा सविस्तर उहापोह करू या.

१) **वक्तशीरपणा** : वेळेच्या व्यवस्थापनासाठी अत्यंत आवश्यक आहे वक्तशीरपणा आपण नेहमी ऐकत आलो आहोत की लवकर उठे "लवकर निजे त्यासी आरोग्य धनसंपदा लाभे" आज धकाधकीच्या जीवनात रात्री झोपायला उशीर व म्हणून सकाळी उठायला उशीर ही नित्यचिच बाब झाली आहे. हरकत नाही माझी आई म्हणायची उठलात तिथुन सकाळ म्हणजे झोपेतून उठल्यावर आपल्या दिवासभराच्या कार्यक्रमांचे व्यवस्थापन वेळेत करणे ही सुद्धा एक शाला कॉलेज कार्यालय एखादी अपार्टमेंट एखादा कार्यक्रम , मीटिंग अथवा अन्य काही तिथे ठरलेल्या वेळेत पोहचणे हे अत्यंत महत्वाचे, असते कारण तुमच्या उशीरा पोचण्याने तुम्ही वेळेत आलेल्या व्यक्तीचा वेळेचा अपव्यय करता शिवाय त्यानंतर असना-या कामना सहाजिकच वेळ होतो त्यामुळे सर्वांच्या वेळेचे व्यवस्थापन बिघडते. अर्थात एखादी गोष्ट वेळेत सुरू करणे व वेळेत संपवणे ही वेळेच्या व्यवस्थापनासाठी अत्यंत आवश्यक आहे म्हणूनच प्रत्येकाने आपल्या कामाची आखनी निट केली पाहिजे व स्व:ताच्या

तसेच दुस-याच्या वेळेचा अपव्यव टाळला पाहिजे.

- २) **निटनेटका** : स्वच्छता व निटनेटकापणा कामाचे हा व्यक्तिच्या व्यक्तिमत्वासाठी आवश्यक आहे. त्याच बरोबर कामामध्ये निटनेटकापणा कामाचे व्यवस्थापन वेळेत हा सुलभ करणे त्यासाठी काम समजून घेणे वस्तु व साधनांची योग्य जमवाजमव करणे व त्या प्रमाणे व्यवस्थापन करणे आवश्यक असते.
- ३) **श्रमप्रतिष्ठा** : कोणतेही कार्य / काम करताना आवश्यकता असते शाररीक अथवा मानसिक श्रमाची अर्थात बुद्धिजीवी वर्गाच्या श्रमा इतकेच महत्व किम्बहुना त्याहून जास्त श्रमजीवी वर्गाच्या मेहनतीला आहे. कोणतेही काम छोटे अथवा मोठे नाही हा विचार व्यक्ति व समाजाच्या मनावर बिंबवाने आवश्यक आहे.
- ४) **सौजन्यशीलता** : समाजात अथवा कुटुंबात वावरताना परसपरांशी सौजन्यपूर्वक आचरण असेल तर एक सौहार्द राहते. जी घरातील नाते संबंध तसेच समाज व कार्यालयातील परस्पर संबंधाना पूरक व उपयोगी ठरते.
- ५) **सर्वधर्म सहिष्णुता** : आपला देश धर्मनिरपेक्ष आहे. देशात विविध धर्माचे जातिचे विविध भाषा बोलणारे लोक राहतात. विविधतेतुन एकता हे आपल्या देशाचे वैशिष्ट्य आहे. म्हणुनच स्वधर्माचे आचरण करताना दुस-या धर्माबद्दल आदर बाळगणे म्हत्वाचे आहे. मंदिर, मस्जिद, चर्च, गुरुद्वारा चे बांधकाम साहित्य एकच असते फक्त आकारने भिन्नच असते इतकेच तद्द्वच माणूस सुद्धा रक्त व मास पेशीनी बनतो धर्माच्या आचरणाने त्यांची मूलभूत संरचना बदलत नाही. धर्म अथवा उपासना पद्धती ही प्रत्येकाची ईश्वरापर्यंत पोहचण्याची, अंतिम शाश्वत सत्यापर्यंत पोहचण्याची अथवा आचरणाची व्यक्तिगत पद्धत आहे. सर्व धर्माचे मूलभूत तत्व — एकच असते तेव्हा प्रत्येकाने सर्वधर्म साहिष्णुता अंगीकारलीच पाहिजे.
- ६) **राष्ट्रभक्ति** : राष्ट्रभक्ति अर्थात राष्ट्रबद्दल ज्वाज्वल निष्ठा, प्रेम व आदर असणे आवश्यक आहे. राष्ट्रिय संपत्ती अर्थात सार्वजनिक संपातिचे रक्षण करणे त्यांच्या सदुपयोग करणे राष्ट्र -राष्ट्रिय चिन्हाचा सन्मान करणे परकीय शक्तिना मदत न करणे परकीय आक्रमणाच्या वेळी एकजुटीने उभे राहणे हे एकसंघ राष्ट्रासाठी आवश्यक आहे.
- ७) **संवेदनशीलता** : समाजात, जगात देशात घडणा-या गोष्टी, घटनाबाबत जागरूकता संवेदनशीलता असणे दुस-याच्या समस्या, दुःख या बाबत संवेदनशील असणे आपल्या या कर्तव्या बद्दल संवेदनशील असणे आवश्यक आहे.
- ८) **वैज्ञानिक दृष्टिकोण** : वैज्ञानिक दृष्टिकोनातून पत्येक गोष्टीकडे पाहून समजातील अबाधित रूढि परंपरा टाळल्या पाहिजेत व योग्य त्यांचे पालन केले पाहिजे. आपली भारतीय संकृती निसर्गातील प्रत्येक गोष्टी बद्दल कृतज्ञता प्रदर्शित करते त्या मागील वैज्ञानिक दृष्टिकोन नव्या पीढीपर्यंत पोहचविला पाहिजे.
- ९) **स्त्री पुरुष समानता** : स्त्री व पुरुष ही संसाररूपी रथाची दोन चाके आहेत. दोघेही तितकेच म्हत्वचे आहेत. दोघेही एक दुस-या विना अपूर्ण आहेत तेव्हा दोघानाही समान दर्जा सामाजिक स्थान असणे आवश्यक आहे.
- १०) **राष्ट्रीय एकात्मता** : निरोगी समाजमनासाठी व समाजाच्या विकासासाठी आवश्यक आहे राष्ट्रीय एकात्मता आपल्या देशाचा अभिमान देशासाठी काही करण्याची प्रेरणा अशा प्रकारे नैतिक मूल्यांचा अंगीकार करणे, शालेय व महाविद्यालयीन शिक्षणात त्यांचा अंतर्भाव करणे व त्या प्रमाणे हे सर्व आचरणात आणणे ही आज काळाची गरज आहे

थोडक्यात सशक्त, सतर्क व समृद्ध भारतासाठी नैतिक मूल्यांची जोपासना व सवर्धन होणे अत्यंत आवश्यक आहे.

जय हिन्द





श्री अक्षय संजय देखणे
पीए कम क्लर्क

दक्षता जागरूकता सप्ताह 2020 : निबंध-प्रतियोगिता

मराठी निबंध स्पर्धा :- द्वितीय पारितोषिक

सतर्क भारत - समृद्ध भारत

भारत, एक असा देश ज्या देशाला अनेक परंपरा जोडल्या गेल्या आहेत. अनेक मोठमोठ्या गोष्टींचा इतिहास आपल्या भारत देशाशी संबंधित आहे. अनेक नद्या, पर्वते, डोंगररांगा, वेगवेगळ्या मातीचे प्रकार, हवामान, ऋतू अशी भौगोलिक रचना आपल्या भारताला लाभली असून त्यामुळे आपला देश खुप समृद्ध बनला आहे. ह्याच भारत देशात अनेक प्रांत असून असंख्य भाषा, अगणित प्रकारची वेशभूषा, त्यानुसार त्यांचे आहार विहार आशा अगणित गोष्टी आहेत आणि म्हणून भारताला एक समृद्ध देश म्हणून संबोधले जाते. परंतु आता ती समृद्धी भारतात उरली आहे का? हाच एक मोठा प्रश्न निर्माण झाला आहे.

भारताला स्वातंत्र्य मिळून जवळपास ७० वर्षे होऊन गेली. ह्या ७० वर्षात भारताने अफाट प्रगति केली आणि अजूनही करीत आहे. अगदी समुद्राच्या खोलीत उडी मारली तसेच अवकाशातही झेप घेतली आहे. भ्रमणध्वनी (मोबाईल) द्वारे संपूर्ण जग एकमेकांशी जोडले जात आहे, प्रगति होत आहे, आणि जसे सर्वजण बोलतात की आपण सुखी समृद्ध बनत जात आहोत.

मला मान्य आहे भारताने खुप प्रगति केली आणि पुढे अजूनही करेल यात शंका नाही. परंतु फक्त भरपूर पैसा कमाविने, ऐशोआराम मध्ये जगत राहणे म्हणजे आपण समृद्ध झालो असा अर्थ होत नाही. जरी आज आपण म्हणु की भारत देश आता समृद्धीच्या वाटेवर चालत आहे, पण एक गोष्ट आपला पाठलाग सोडत नाही ती म्हणजे आपण सतत **सतर्क** राहिले पाहिजे, सावध झाले पाहिजे, त्याबद्दल देशात आणि समाजात जागरूकता निर्माण केली पाहिजे.

आपल्या ह्या समृद्ध देशात अजूनही बलात्कार, अत्याचार होत आहेत आणि पुढे अजून किती दिवस होत राहिल याची कल्पना नाही. पण नुसती बातमी वाचून त्यावर २ दिवस चर्चा करून हा प्रश्न सूटणारा नाही. त्यासाठी आपण स्वतः जागरूक असले पाहिजे, आणि समाजाला, समाजातील प्रत्येकाला सावध केले पाहिजे. मुलामुलींना त्यांच्या योग्य वयात लैंगिक शिक्षण बद्दल माहिती दिली पाहिजे. जेणेकरून त्यांना त्या विषयाबद्दल अचूक माहिती मिळेल व त्यांची पावले चुकीच्या मार्गावर जाणार नाही. किशोरवयीन मुला मुलींमध्ये होणारे बदल याबाबत आजही आपल्या देशात स्पष्ट बोलले जात नाही, त्यांना योग्य ते मार्गदर्शन योग्य ती माहिती दिली जात नाही. म्हणून त्या वयात बहुतेक करून चुकीच्या ठिकाणी पावले जातात, आणि आयुष्य उध्वस्त केले जाते. म्हणून संबंधित विषयाबाबत आपल्या देशात जनजागृती झाली पाहिजे. मुलींना स्वतःचे रक्षण कसे करावे याबाबत प्रशिक्षण दिले पाहिजे. मुलीला **"एक वेळ नाच नाही आला तरी चालेल, पण स्वतःचे रक्षण करता आले पाहिजे"**, तेव्हाच आपण समृद्ध भारतात राहतो असे म्हणता येईल.

भारतरत्न डॉ. बाबासाहेब आंबेडकर यांनी देशाला, देशातील तरुणाईला एक महत्वाचा संदेश दिला तो म्हणजे शिक्षण. **"शिक्षण म्हणजे वाघिनीचे दुध आहे, आणि जो पिणार तो गुरगुरल्याशिवाय राहणार नाही."** परंतु आज आपल्या देशात शिक्षणाचा देखील बाजार भरवला जात आहे. शिक्षणाचे महत्व कमी होत आहे. पैशाच्या नावाखाली ज्याला शुद्ध भाषेत डोनेशन बोलतात त्याची सर्रास मागणी वाढत आहे. आज ५ वर्षांच्या मुलाच्या शिक्षणाचा खर्च लाखोच्या भावात आहे. परंतु याबद्दल कोणी बोलायला तयार नाही. लोकांना जेव्हा समजेल की आपली बुद्धि ह्या समाजाने पैशाने विकत घेतली आहे, आणि तिला आता गंज चढला आहे. तेव्हा त्याला शिक्षणाचे महत्व समजेल आणि जेव्हा माणूस हा गंज घासून काढेल तेव्हाच त्याच्या डोक्यात प्रकाश पडून तो भारताला समृद्धीच्या वाटेवर घेऊन चालेल.

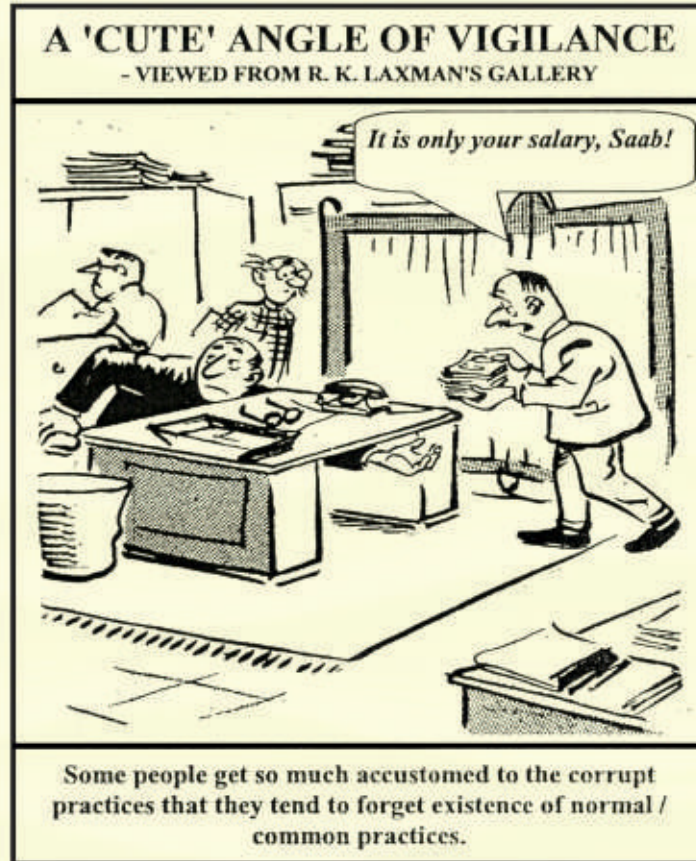
शेतकरी हा आपला देशाचा पोशिंदा. पण ह्याच समृद्ध देशात शेतकरी मात्र अजूनही समृद्ध नाही, आजही त्याच्या वाट्याला पाहिजे तसा मोबदला आला नाही, त्याला कारण म्हणजे शेतकरी आणि ग्राहक यांच्या मध्ये असलेली साखळी, ५ रुपयाची भाजी त्याला १ रुपयाला विकवी लागते, आणि तीच भाजी मधले दुकानदार १० रुपयाला विकून स्वतःचा फायदा करून घेतात. या गोष्टीबद्दल प्रत्येक शेतकरीला जाणीव करून दिली पाहिजे, जेणेकरून आपल्यासाठी कष्टाचा घाम गाळत असलेला शेतकरी ४ घास जास्तीचे खाईल.

भ्रूणहत्या हा एक असा विषय आहे की त्याबद्दल देशाला समृद्ध बोलावे किंवा बोलू नये हाच प्रश्न भेडसावत राहतो. आजही आपल्या देशात मुलगा - मुलगी असा भेदभाव केला जातो, मुलगी असेल तर तो गर्भ पाडला जातो. आजही स्वतःला सुशिक्षित समजल्या जाणा-या देशात ह्याबद्दल जागरूकता होणे जास्त गरजेचे आहे. आज मुली ह्या मुलांच्या ४ पावले पुढे जाऊन प्रगती करीत आहे. प्रत्येक क्षेत्रात प्रगती करून स्वतःचे आयुष्य समृद्ध करीत आहे. ही गोष्ट समाजाला पटवून दिली पाहिजे. इंदिरा गांधी, कल्पना चावला, किरण बेदी, लता मंगेशकर अशा एक ना अनेक स्त्रियांनी आपल्या कर्तृत्वाच्या जोरावर भारत देशाचे नाव एक वेगळ्याच उंचीवर नेवून ठेवले आहे. म्हणून **मुलगा जरी घरचा दिवा असला तरी मुलगी सुद्धा समई बनून समाजात प्रकाश पसरवू शकते.** फक्त लोकांची मानसिकता बदलायला पाहिजे एवढेच.

बालविवाह हा देखील अतिशय गंभीर प्रश्न आपल्या देशात आहे. आजही ग्रामीण भागात बालविवाह केला जातो. मुलींना संसाराच्या गराड्यात ढकलले जाते. जी मुलगी पुढे जाऊन प्रकाश पसरवू शकते तिला जबरदस्ती अंधारात ढकलले जाते. अशा मुलींचे पुढे काय होते हे कुणालाच माहीत नसते. हीच प्रथा रोखण्यासाठी अजुन खेडेगावात जनजागृती होणे आवश्यक आहे.

देशाच्या प्रगतीच्या आड येत असलेल्या गोष्टीत एक महत्वाचे नाव म्हणजे **भ्रष्टाचार**. हा एक असा भुंगा आहे ज्याने देशाला आतून पोखरून टाकले आहे, परंतु त्याची सल फक्त सामान्य माणसाला भेडसावत आहे. आज प्रत्येक ठिकाणी हा भ्रष्टाचार होत आहे. अगदी मापात पाप नाही करणार असे बोलणा-या भाजिवाल्यापासून ते मोठमोठे राजकारणी, भ्रष्टाचार केल्याशिवाय काम होत नाही असा शिक्काच त्यांनी मनाशी पक्का केला आहे. अशा अनेक गोष्टी आहेत की ज्याबाबत आपण अजुन जागरूक होणे जास्त गरजेचे आहे, प्रत्येक गोष्टीत जास्तीत जास्त पारदर्शकता ठेवण्याचा प्रयत्न केला तर ह्या भ्रष्टाचाराला लगाम लागेल तर आणि तरच आपण एका समृद्ध भारतात आहोत असे म्हणता येईल. दुसरे जागरूक होतील तेव्हा होतील पण त्याची सुरुवात स्वतःपासून केली पाहिजे. म्हणून मी बोलतो.

**“ भ्रष्ट झाले ज्याचे विचार , नाही अंगीकारला चांगला आचार,
मनी ज्याच्या वाईटाचा संचार, तिथेच नांदे भ्रष्टाचार ”**





Ku. Samarjeet Singh
S/o Shri Karnail Singh
CM (P15B- Planning)

Vigilance Awareness Week 2020 : Essay Competition

English Essay : 1st Prize

Anti-Corruption - A Key to Nation's Prosperity

Introduction:

"If corruption is a disease, transparency is essential part of its treatment." by Mr. Kofi Annan, Former UN Secretary General and Nobel Peace Prize Laureate

Corruption is the dishonest behavior by those in position of power which includes giving or accepting bribes or inappropriate gifts, double –dealing, under-the –table transactions, manipulating elections, diverting funds, laundering money etc. This dishonest act is causing pollution in every section of our society & it is detrimental for nation's progress. Every citizen should take the responsibility to eradicate this social evil.

Causes of Corruption:

Corruption is a massive problem in India. It is a hurdle towards the effective functioning of a healthy democracy such as ours.

Selfishness & greed are the main contributors of corruptions. Lack of honesty and integrity is also reflected among corrupt people.

Some major causes of corruption in India have been stated below

- Lack of effective management & organization: Some departments are malfunctioning. The uncontrolled & unsupervised administrations by inefficient & incapable managers leads to corruption.
- Lack of Economic Stability: Economic crisis to hike in price also leads to corruption. As those often develop a feeling of insecurity in the minds of common people & they ultimately make various irregular, illegal shortcuts for achieving their goals.
- Lack of Values: Home & educational institutes play a significant role in molding the character of an individual. If an individual is lack of moral values, he or she will choose the path of corruption.
- Lack of good control to Vigilance: Though there are several anti - corruption laws & agencies, some officials of these agencies get tempted towards illegal commissions and leave corrupt people without a penalty or punishment.
- Lack of decent remuneration for their work, and these employees get frustrated & adopt illegal means to make their earning better, and their future secure.
- Elections: during elections, prominent industrialist fund politicians to meet the high costs of election to seek personal favour. To get votes, politicians bribe the poor and illiterates.

Consequences of Corruption:

There is a long term corrosive impact of corruption on economic growth, equality & the quality of country's governance. Evidence indicates that corruption is likely to adversely affect long term economic growth through its impact on investment, taxation, public expenditures & human development.

Not only does corruption affect economic development in terms of economic efficiency & growth, it also affects equitable distribution of resources across the population, increasing income irregularities, undermining the effectiveness of social welfare programs & ultimately resulting in lower levels of human development. This, in turn may undermine long-term sustainable development, economic growth & equality.

In such a scenario, a country cannot prosper. Country's development is adversely affected. Developing country like ours are facing this problem of corruption in every sector which ultimately slows down country's growth and development.

At a different level, corruption in higher education is also detrimental to sustainable development. Although, corruption is a global problem. No country is immune to it.

Anti-Corruption – A means to Fight Corruption:

Anti-corruption comprises activities that oppose or inhibit corruption. Just as corruption takes many forms, anti-corruption efforts vary in scope and in strategy, and Anti-corruption measures are designed to eradicate or prevent dishonest or fraudulent conduct.

By its very nature corruption is difficult to combat. This is because the people that have power to end corruption can be the ones benefitting from the corrupt systems. However, it is possible to tackle corruption by-

- Working with motivated leaders
- Addressing key areas like health & education, service delivery on the development of natural resources
- Establishing accountability through oversight systems and transparent decision making
- Strengthening the accountability function of civil society & an independent media
- Supporting the role of parliament & supreme audit institutions to monitor
- Appointing a public service based on merit & competitive recruitment.
- End impurity by effective law enforcement to ensure the corrupt are punished & break the cycle of freedom from punishment
- Promote transparency & access to information.
- Empower citizens.

To fulfil these and to achieve a corruption free nation, the citizens should play a vital role. They should be made aware about this social evil and its evil consequences. The common people themselves can help in attaining a corruption free society.

There are certain laws which are enforced as anti-corruption laws in India. Some of these laws are – India Penal Code, 1860, Prosecution section of Income Tax Act, 1961, The Prevention of Corruption Act, 1988, The Benami Transaction (Prohibition) Act, 1988.

In India, we can file corruption complaints with at least three Government established bodies. Two of these three are the Central Vigilance Commission, The Central Bureau of Investigation (CBI), then there is the state level Anti-corruption Bureau.

Through these laws & agencies, common people can try making their voice heard in the struggle against corruption.

Conclusion:

Former President of India, Dr. A. P. J. Abdul Kalam said, "A strong youth movement in the country only can remove corruption and each student should take a vow to begin this exercise courageously within the family

This was rightly been said that the youth of our country can play an important role in fight against corruption.

It is vital for the people of India to realize that what starts as greed & selfishness turns into corruption one day.

Apart from the remedies suggested above, the mindset of the people has to change & the people, themselves can only do that. There is no medicine, no book that can teach the same to them.

The root of greed & selfishness must be eradicated from people's mind to end the evil effects of corruption. Then only our country will prosper in global front.





Smt. Shruti Yogesh Mahadik
PA to ED (SB-C)

Vigilance Awareness Week 2020 : Essay Competition

English Essay : 2nd Prize

Vigilant India Prosperous India

“On this earth, there is enough for everyone's need, but not for their greed”

Vigilance means to look around observe the things, distinguish between the right and the wrong and to take proper steps to eradicate the evil from the society. Often, we hear people around us blaming the government blaming some specific leaders and so on, for all the wrong things happening around us. But many a times, we fail to understand that we cannot clap with only one hand, that is, if there are rules made, it is our responsibility to follow the rules. It is the responsibility of each and every citizen of the country to eradicate the evil thinking and evil deeds.

Our Honourable Prime Minister Shri. Narendra Modi initiated the Swachh Bharat Abhiyan- A mission to clean India. In this case, if some people come out on the streets and clean the streets, but, the very next moment another person comes and absentmindedly, throws a wrapper on the street, isn't it a failure on the part of those who came out to clean. This was just an example to show that when everyone comes together and truly considers their responsibilities as and only then every mission will be successful in our country.

The same is the case with vigilance too, if only some activists come out to speak against crime, injustice, corruption, etc. do you think it will make any impact in the long run? Yes, but to some extent, but it will not make India as Gandhi, Nehru and A.P.J Abdul Kalam dreamt it to be. To fulfill the dreams of our leaders who dedicated their lives for the 'Great India' each and every citizen of the country needs to be vigilant. Each and every citizen of the country needs to be observant who looks at the wrong things happening around and do not turn off their eyes. Rather, they should go out to improve the conditions and restore the dignity of the country. With Vigilance, comes out the question of eradicating the corruption, most of our elders claim some of the officials to be corrupt. Yes, it is true, but to some extent. There is no use of sitting at home, watching television and cursing the corrupt officials who appear on news. I believe whenever we see something wrong happening at that moment our instinct should be to stand up for the right and most importantly, if we can teach our siblings and younger generation to be vigilant, to speak up against crimes, to not commit crimes, then I Don't think that we need any special laws to curb the evil. It is our responsibility to teach our siblings and younger generation to distinguish between the right and the wrong because the implementation of every law begins at home. This in turn leads to the development and the prosperity of the country. Prosperity not only in terms of economy but in terms of moral values, behavior, ethics, thinking capabilities, etc.

Every citizen in the country needs to be vigilant. A girl who realized the inequality in her society and stood up for women and child education and we know her as Malala Yousafzai. The youngest child activist to be awarded with the Nobel peace prize. Malala was courageous enough to see the evil and stands up against it. This is nothing else but she was vigilant and distinguished the wrong from the right and tried to eradicate the evil. We must not think that what can we do if no one helps us. But always remember –

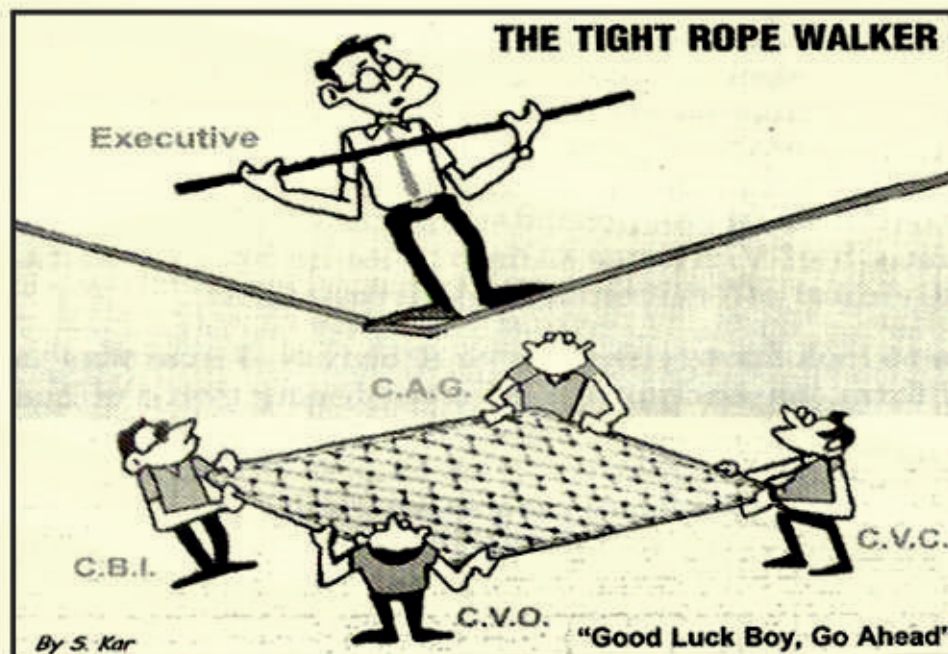
“When the whole world is silent, even one voice becomes powerful”

So we must change our notion that we are too small to change the world, instead be vigilant and you can be

the one who can bring change.

One of the major hurdles in the path of progress or prosperity of the nation is Corruption. Corruption simply means doing anything wrong by taking money, gifts or bribe. In every spheres of our day to day life we may face corruption likewise, in offices, banks, during admissions in schools & colleges etc. But, technology is playing a vital role as an enabler of corruption. Technology and electronic media is very much upgraded with the help of which we can stop or check corruption from our society. This includes mobile phone, internet, broadband, electronic media, E-court, etc. In many offices officers or clerks often take bribe to pass any bill or to issue any certificate this can be stopped by recording their video footage and spread it publicly. In many offices taking bribe is a habitual action. That's why government give emphasis to electronic medium for submitting document. In earlier days, in voting booth ruling party do rigging by polling votes by their representative forcefully. Social networking sites to some extent helps in combating corruption and people becomes vigilant.

In a nutshell being an employee of an uprising PSU organization we must be liable and responsible and must be vigilant, if any malpractices happening in a Company stood up against it and be courageous to fight against it. If the people of the country becomes vigilant this will directly lead the country towards prosperity. If every individual of our country takes solemnly pledge to be vigilant then the days are not far that we the Indians will progress ourselves and will able to convert it to a developed country from a developing country with high per capita income, with better communication, education facilities. With this, we will also overcome, poverty, illiteracy, etc.



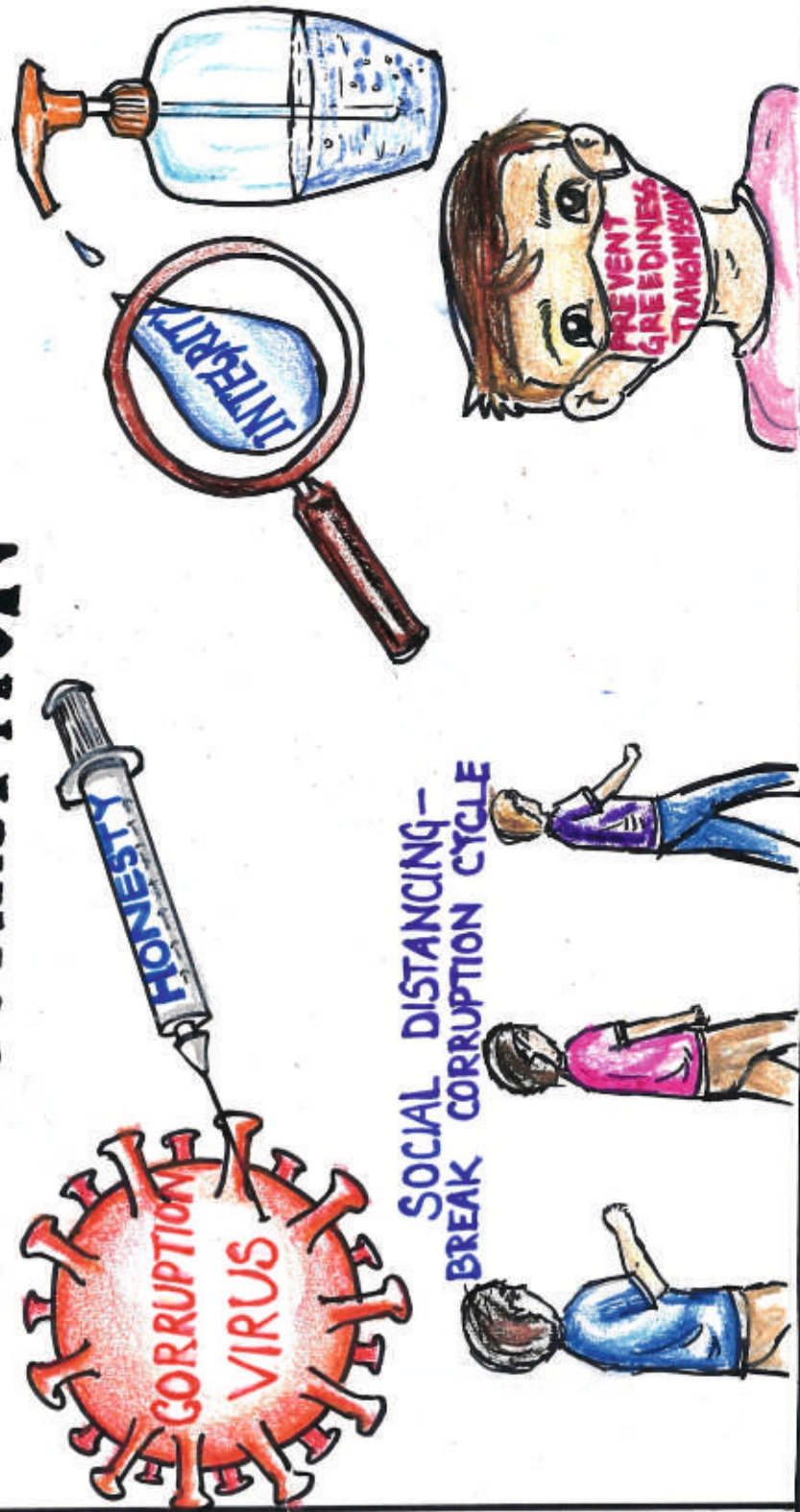
भ्रष्ट प्रवृत्तीं नष्ट करण्या
सुसज्ज मी,
दुःश माझा समृद्ध करण्या
सतर्क मी....



सतर्क भारत, समृद्ध भारत.
Vigilant India, Prosperous India.

Shri Nilesh Niwate
Poster Competition 2020 - 1st prize

SOLUTION FOR CORRUPTION



Kumar Samarjeet Singh (S/o Shri Karnail Singh)
Poster Competition 2020 - 2nd prize



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सूचना /NOTICE
आम जनता की सूचना हेतु
FOR THE INFORMATION OF GENERAL PUBLIC

सूचना : कृपया रिश्त न दे। यदि इस कंपनी मे कोई आपसे रिश्त मांगे या आपके पास इस कंपनी में होनेवाली भ्रष्टाचार की कोई जानकारी हो या आप इस कंपनी मे भ्रष्टाचार के शिकार हुए हों, तो अपनी शिकायत इनके पास दर्ज करे :

सूचना : कृपया लाच देऊ नका.या कंपनीमध्ये एखाद्या कर्मचार्याने आपल्याकडे लाच मागितली किंवा आपल्याकडे या कंपनीतील भ्रष्टाचाराची काही माहिती असल्यास किंवा आपण भ्रष्टाचाराला बळी पडत असाल तर आपली तक्रार खालील ठिकाणी करावी.

NOTICE: DO NOT PAY BRIBES. IF ANYBODY OF THIS COMPANY ASKS FOR BRIBE OR IF YOU HAVE ANY INFORMATION ON CORRUPTION IN THIS COMPANY OR IF YOU ARE A VICTIM OF CORRUPTION IN THIS COMPANY, YOU CAN COMPLAIN TO:

1	अध्यक्ष एवं प्रबंध निदेशक पांचवी मंजिल, माझडॉक भवन ईमेल : chmd@mazdock.com दूरभाष : 022-23738327 फैक्स : 022-23725043	Chairman & Managing Director 5 th Floor, Mazdock House E-Mail : chmd@mazdock.com Tel No. : 022-23738327 Fax No. : 022-23725043
OR		
2	मुख्य सतर्कता अधिकारी पहली मंजिल, पश्चिम खंड ईमेल : cvo@mazdock.com दूरभाष : 022-23726082 फैक्स : 022-23778319	Chief Vigilance Officer 1 st Floor, West Block E-Mail : cvo@mazdock.com Tel No : 022-23726082 Fax No. : 022-23778319
OR		
3	सचिव केन्द्रीय सतर्कता आयोग, सतर्कता भवन, ब्लॉक -ए, जी.पी.ओ कॉम्प्लेक्स, आई एन ए नई दिल्ली -110023. ईमेल : cenvigil@nic.in दूरभाष : 011-24600200 फैक्स : 011-24651186/24651010	Secretary Central Vigilance Commission Satarkata Bhavan Block-A, GPO Complex, INA New Delhi - 110 023 Email : cenvigil@nic.in Tel No : 011-24600200 Fax No : 011-24651186/24651010
OR		
4	पुलिस अधिक्षक केन्द्रीय जाँच ब्यूरो, भ्रष्टाचार निरोधक ब्यूरो, 8वीं, 9वीं एवं 10वीं मंजिल, प्लॉट संख्या: सी-35 ए, ब्लॉक-जी, बांद्रा कुर्ला कॉम्प्लेक्स, बांद्रा (पूर्व), मुंबई - 400 098 ईमेल : hobacmum@cbi.gov.in दूरभाष : 022-26529938/26529934/26529042 फैक्स : 022-26529951	Superintendent of Police Central Bureau of Investigation, Anti-Corruption Bureau, 8 th , 9 th & 10 th Floor, Plot No. C-35A, G Block Bandra Kurla Complex, Bandra (E), Mumbai-400 098 Email : hobacmum@cbi.gov.in Tel No: 022- 26529938/26529934/26529042 Fax No : 022-26529951

केन्द्रीय सतर्कता आयोग को जानेवाली सभी शिकायतें, इसके "कम्प्लेंट हैंडलिंग पॉलिसी" के आधार पर की जा सकती है, जो सार्वजनिक अधिकार क्षेत्र मे आयोग की वेबसाईट (www.cvc.gov.in) पर उपलब्ध है। शिकायत आयोग की वेबसाईट पर ऑनलाइन भी दर्ज की जा सकती है।

केन्द्रीय दक्षता आयोगाला करण्यात येणा-या सर्व तक्रारी (www.cvc.gov.in) या आयोगाच्या संकेतस्थळावर उपलब्ध असलेल्या तक्रार हाताळण्याच्या नितीनुसार करण्यात याव्यात. आयोगाच्या संकेतस्थळावर सुद्धा तक्रारी दाखल केल्या जाऊ शकतात.

All complaints to the Central Vigilance Commission (CVC) may be made in terms of its "Complaint Handling Policy" which is available in public domain on the Commission's Website i.e. www.cvc.gov.in. Complaints can also be lodged online on Commissioner's Website.

आदेशानुसार / **By Order**

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Shri T. J. Jacob
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CM (VIG)



Shri Hanmant Karmalkar
CM (VIG)



Shri Vivek S. More
CM (VIG)



Shri Yogiraj Potnis
DM (VIG)

Supporting Staff



Shri S. B. Adhav
PA to CVO



Shri P. Kulal
Sr Attend-II



**Launching of Submarine Yard 11879
'Vagir' on 12 November 2020**