

# स्पैक्ट्रम Spectrum

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## Human Resources

In This Issue: Ambedkar Jayanti and Intl. Women's Day Celebrations across Offices

# Editorial

While the concept of HRM in India is centuries old, with its first reference being provided by Kautilya as early as 4th century B.C. in his '*Arthashastra*', the evolution of Human Resource Management took a new turn at the end of the century. Increased free market competition at a global level and the proliferation of technology and knowledge-based industries raised the importance of human resources; and from an obscure role a century ago, human resource management rose to become one of the most critical functions of an enterprise. The workforce, hitherto considered as 'resources', has become 'assets' and a valuable source of competitive advantage.

In this issue, we take a look at a few upcoming trends and roadmaps in HR management that are influencing how small and big businesses operate in today's environment. HR analytics, big data, employee-employer dynamics, and a new employment economy are some of the considerations that need to be studied and assimilated into our essential HR functions in order to bring about the alignment of individual goals with corporate objectives and the promotion of a participative approach.

When it comes to HR, we must pay due attention to all sections of our employee strength, and to their welfare and empowerment where necessary. As such, this issue also covers the recent visit of the Parliamentary Committee on the welfare of SC/STs, the observance of Ambedkar Jayanti, and the celebration of Intl. Women's Day across MMTC offices. It needs to be mentioned that we received a barrage of contributions from our readers on Ambedkar Jayanti programs and events held across our ROs, and while this issue carries only a glimpse of them because of space and time constraints, we will attempt to cover detailed versions of these events in the coming issues.

In other news, a new chapter in MMTC leadership has now begun with Shri Ved Prakash taking over as our CMD earlier this year. This issue covers a few of his recent visits to ROs and some welcome initiatives by the management towards establishing an active channel of communication with employees and external audiences. As always, Rajbhasha activities continue to receive a boost and workshops have been conducted for this purpose in ROs like Bhubaneswar and Vizag.

We bring you news of all these and more, alongside our regular sections on CO News, RO News, General Features, Superannuations, etc.

We request all divisions, employees and retirees to kindly send in their contributions for the next issue(s) of Spectrum. News, articles, write-ups, photographs, as well as suggestions, feedback and news leads are most welcome, and may be sent to the Corporate Communications Division at the CO. Please note that any news pertaining to a particular quarter should reach us by the end of that quarter. Other submissions would be accepted on a rolling basis. We earnestly solicit your support in making your in-house magazine Spectrum a worthy read and ongoing success!

Write to us at [ccd@mmtclimited.com](mailto:ccd@mmtclimited.com)

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### Disclaimer:

The views expressed by the subscribers of various articles in this magazine are their individual views and the editorial team or the organization does not hold responsibility nor endorse the views expressed.

# Human Resource Management – Catalyst for Business Growth

**V.S.N. Rao**

Dy. General Manager (HR)

A team of MMTC officials participated in the HR Summit organized in February 2015 by SCOPE. The summit was attended by HR managers from top Public Sector Undertakings as well as from some of the finest private sector companies. One interesting element about the two-day summit was the wide canvas of HR strategies and focus areas expressed by HR leaders during several panel discussions. Some of the interesting opinions and ideas expressed by the industry leaders at the summit are briefed hereunder:

'Great leaders and companies leave legacies behind them, but a rampant leadership crisis is being faced by the industry today. It is improper to expect rabbits to fly and birds to run. The lead managers must have the credibility to talk about the issues faced and must possess the ability to build strategies that help company's growth. **People are assets for Companies but the same people can be liability if not handled properly.** In majority

of situations, HR vision is not backed by actions. Look at the mighty fall of organizations like HMT, ITI, IFCI, etc. In coming days the real corporate *mahabarata* would be in India as it is an emerging world power. We do not need managers anymore but warriors to meet the challenges.' **(Dr. Pritam Singh, Eminent Personality)**

'The Human Resources (HR) strategic interventions are required for Business Analytics. Through HR analytics, invite strategic business proposals. At present only 15% of the industry is effectively using HR analytics for its benefit.' **(A. K. Purwaha, EIL)**

'It was Jack Welch of GE who stated that **people are assets**. How many companies do really mean this philosophy? Genpact, the Indian arm of GE, has presence over 26 countries with over 70,000 employees and focuses on HR strategies such as (i) Build Trust, Fairness, Honesty, Integrity & Culture (ii) Drive & Lead Change Management (iii) Leadership Development (iv) Driving Performance (v) HR is a Strategic Tool (vi) Horses/donkey: not the same

treatment.' **(Pramod Bhasin, VC, Bharti Mittal)**

'HR should encourage commitment. HR strategies must help organizations avoid group and interpersonal hatred. Plans must be afoot for creating interpersonal harmony. Workforce must be taught / trained to differentiate between need and greed.' **(Dr. M. Ravi Kanth, CMD, HUDCO)**

'The successful application of HR strategies made Bharti Group grow faster than leading players in the industry like Hutch, Vodafone and BSNL. The company has been continuously generating profits, renewed sustainability, reputation and brand image in the market. Bharti built its HR planning on the assurance **Organization Has Faith in You (Workforce)**. The system at Bharti allows its leaders to take risks. Management practices being consistently fair towards the workforce. The retention of fairness lead to highest degree of trust between management and workforce.' **(Manoj Kohli, MD, Bharti Enterprises)**

'HR functions deal with human beings. Individual's value-addition leads to company's value-addition. Focus must be on the right person in right time at right job. Survival of the fittest is order of the day in the competitive world, and HR initiatives must channelize and equip human capital.' **(NK Verma, MD, ONGC Videsh)**

'HR strategies in colloquial are considered a butt of jokes vis-a-vis business strategies, and are mostly misunderstood. It is the motivated leader who drives organizational growth. Competition is not for the mediocre, but Competition is only among the Mediocre. (RK Mission). Motivated persons can create marvels.' **(Vimal Wakhlu, CMD, TCIL)**

'HR Strategy is necessary when the environment changes. Globalization and technology changes have made significant impact on the way we operate. The market environment today is dynamic. Therefore HR planning must be in sync with changing market operators. Some of the companies which lead the way we look at business are uber.com and freelancers.com.' **(Dr. JK Das, Director, Fore School of Management)**

'Among some of the main HR challenges we face today is lack

of accountability among the manpower, people not being interested in targets, no critical thinking, lack of cross functional capabilities, etc.' **(Ester Martinez, Founder, People Matters)**

'Change has to be centralized and manpower needs to be categorized in terms of its capabilities. It is to be judged whether HR management is aligned with business functions or not. Business growth plans for development are largely a strategic implementation exercise which is nothing but HR functions. The definition of HR management has undergone significant change over the years and in today's context we talk of Strategic Human Resources Management which is inevitable to companies.



HR can no more be lip service. Today's managers must lead the organization, innovate and deliver value for survival. The challenge is to design and impart required skill sets to the manpower that are commensurate with business needs.' **(Vergheese Cherian,**

**Director, IOC)**

'HR planners must understand the basics of business. Manpower strategies must unite like a garland around organizational goals. Requirements of employees must be in congruence to company's goals. Technology is an enabler to bring in such reforms in HR.' **(S.K Acharya, Director, NLC)**



'Good is not enough anymore in today's competitive world. 3-4% of employees are normally exceptional in any organization. Autonomy and empowerment must be given to these employees. Constantly reenergize employees. Strengthen pipeline of skilled workers. Anticipate and plan for tomorrow. Make workforce more agile. Train employees to become good followers who shall develop into good leaders in future.

Most of the workforce in the corporate sector is inclined to work towards achieving

business growth which is top priority for companies. What is contrary is our drive for innovation. Engaging employees in a complex enterprise matrix is the biggest HR challenge before us. 71% among us admit there is need for better leaders. The desired capabilities are the abilities to lead transformation, form inspiring teams. The utilitarian value of Corporate Training needs to be addressed for escalated performance as only 58% of trained manpower applies its skill sets in organization.' **(Sujoy Ghosh, McKinsey)**

'Today organizations are operating in the VUCA world. In HR environment it is desirable to have a broader mindset. HR is the strategic partner to Business functions. The attunement to functional tone must be in sync between business objectives and HR functions.' **(Asha Bhandarker, Professor, IMI)**



VUCA World

'In BHEL in the recent times some of the HR reforms that have been tested and adopted have helped increase employee engagement in business growth and sustained motivational tendencies in majority of employees. The skeletal view of the approach was:-

**( BHEL MODEL )**  
**Job Rotation**  
**Succession Planning**  
**Employee Engagement**  
**Creation of Sector Talent Pool**  
**Introduction of Mentors**  
**Scheme**  
**Mapping Competencies at**  
**Middle Level**  
**Identify High Performers for**  
**Succession**  
**Focus on Improving Company**  
**Culture**

HR functionaries bestowed with responsibility must know all the employees by name and location. The misalignment between HR management and expectations has to be reduced. Skill set gaps must be plugged. The buzzword must be "Transactional mode to Transformational Mode". **(Krishnamurthy, BHEL)**

'HR is a business function and not support function. In Maruti Suzuki, 2% of manpower leads 98% of the workforce (12,900 employees). Demand for

equilibrium of HR functions with that of business functions must be continuous. If employees are not handled well that reflects on performance of even the best of companies. HR analytics is therefore must in changing markets. Organizations must see the future before others (competitors). In Maruti, around 46% of workforce would retire by 2018. The company is focusing on strategies of succession planning with major emphasis. Maruti still holds major market share in four wheeler segment which is essentially due to strategic HR initiatives worked by the company over the decades.' **(S.Y. Siddiqui, Maruti Suzuki)**

'How do we sustain Motivational levels in a constraining business environment? Whether business losses in PSUs should be looked at more positively, with the exception of criminal intent? Better approval ratings, performance pay and promotional avenues are the lead factors towards sustenance of motivation among work force.' **(Gotabaya Dasanayaka, ILO)**

'At NSDC the focus is aimed at aspirations, mobilization of internal resources and quality consciousness. Sector skill alignment must be kept in view.

We must build national occupational standards like manufacturing standards. Career pathways must be created transparently. Skill development and capacity building in PSEs are interlaced subjects.' **(Dilip Chenoy, MD & CEO, NSDC)**

'Today HR is an influx of skill building challenges. Some of the major skill vectors are HR skills, Soft skills, Management skills, Employability skills (Induction training), Entrepreneurship Skills. It is essential to focus on the upgradation of existing workforce. Some of the impediments in the existing workforce include 'Absence of learning culture', 'What is there for me' attitude, 'Lack of ownership & accountability', 'Lack of standardization', 'Absence of impact assessment', 'Shortage of quality trainers', and 'Age-old training objectives'. Feedback from participants does not constitute impact assessment of training. Training must be made a measurable activity.

- Standardize training for a measurable outcome/output.
- Learning is to be respected by all the stakeholders.
- Introduce recognition & reward schemes.

- Optimize use of internal trainers/internal faculty.
- Use technology for flexibility.
- Make trainer centric approach.'

**(Dr. Sunil Abrol, Management Consultant)**

'The major HR challenge in organizations is interpersonal dynamics. Majority work on the premise that "What is right to me must be right to all" or "What is right to another person is not right to me". We work in a fluid and chaotic work environment of "You are wrong" and we work in a system of No Respect; No Trust; No Faith. It is a mistake to expect others to change. At best one can inspire others by their own quality of workmanship, efficiency, sincerity, honesty, integrity, endurance, hard work, productivity, comradeship, and respect to individuals.' **(Sister B.K. Shivani, Brahma Kumaris)**

'A very clear set of goals must be determined and derived as far as HR Analytics are concerned.' **(Rajeev Bhardwaj, Director, Solar Energy Corporation)**



'HR analytics enables organizations to use their wealth of employee data to make better decisions about their workforces and improve operational performance. From attracting top talent to accurately forecasting future staffing needs or improving employee satisfaction, HR analytics tools empower organizations to align HR metrics with strategic business goals.

- Prioritize and target employees who are most qualified for a specific position (Recognize).
- Forecast workforce requirements and determine how to best fill open positions (Recruit).
- Link workforce utilization to strategic and financial goals for improved business performance.
- Identify the factors that lead to greater employee satisfaction and productivity (Incentives).
- Discover the underlying reasons for employee attrition (Attrition).
- Diagnose high-value employees at risk of leaving. (Prevent)
- Establish effective training and career development (Train).

HR Analytics is a game changer in today's competitive world. The Science of logical analysis is called analytics. Analysis is different from Analytics. Why we need to generate enormous useful data from basic parameters is for the determination of predictive analysis/predictive parameters related to employees.'

**(Shrikant P Gathoo, Director, BPCL)**

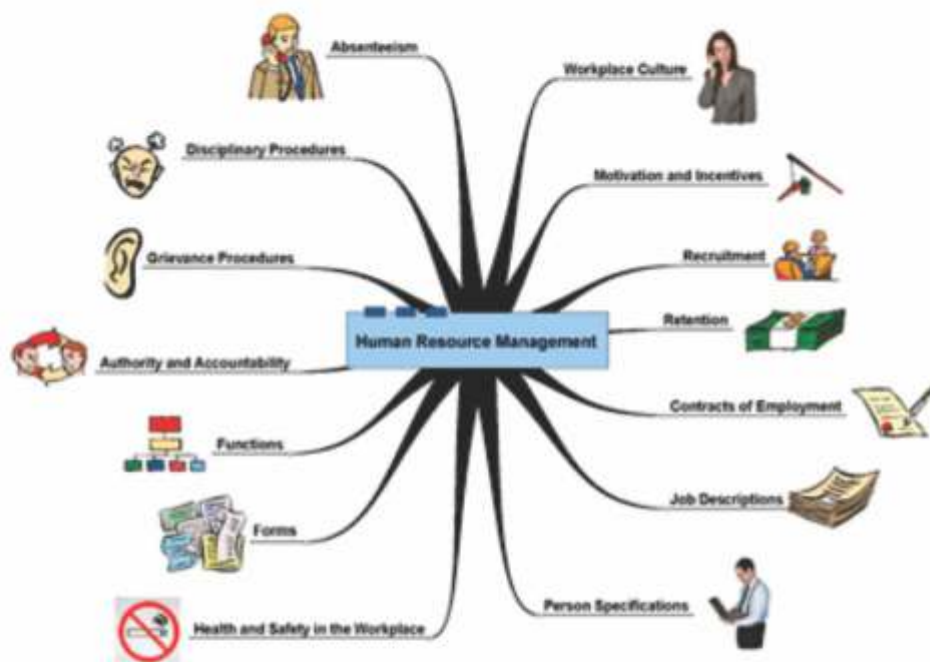
'Creation of data dash boards of HR functions is highly essential

in changing dynamics of HRM.'

**(Pankaj Bansal, Co-Founder & CEO, People Strong)**

Big data has attracted the attention of human resource managers who can now analyze mountains of structured and unstructured data to answer important questions regarding workforce productivity, the impact of training programs on enterprise performance, predictors of workforce attrition, and how to identify potential leaders. The ability to

capture and analyze big data has enabled many enterprises to both increase revenues by better understanding and more accurately targeting customers and cut costs through improved business processes. With so much at stake, it is time to harness HR analytics for data-driven decision-making processes in essential HR functions such as talent identification, recruitment, development, retention, and workforce planning.



**HR MATRIX / JUGGERNAUT**

*The above article constitutes of excerpts noted impromptu during the lectures & are not intended to offend any system or individual. The views submitted are purely academic in nature.*



# Employer & Employee 'Loyalty'

**Venita Solomon**  
 Dy. Manager (P)



The relationship between employers and employees has undergone an immense change

over the years. The employer-employee relationship today is a significant relationship of mutual dependency that has an impact on both, and the employer as well as the employee have moral obligations arising from this relationship.

Employee Loyalty implies an employee's willingness to stay with the Company through good and bad times; dedicating extra time, energy and commitment to the Company when necessary; a devotion to the Company and a positive representation of the Company to the community/ society at large.

In today's age, the younger generation may not wish to work for the same organization for their entire career-span, but neither do they wish to change organizations every two or three years during their entire career. Continuity creates stability for both employee and employer, and employees are often inclined to invest years in the same Company with the expectation of being recognized and appropriately rewarded for their contribution. Similarly, employers do not wish to replace their workforce on a rapid schedule either.

A recent study by the international recruit firm Robert Half found that people who moved around too much during their working life were labelled "job hoppers" by prospective employers and seen as someone who will not stick around.

A job is a highly valued possession that pervasively affects the employees and their families. The employees have a moral obligation towards the Company and they may go beyond giving a full day's work for a day's salary. Other duties of loyalty of an employee include:

- being honest with the employer while working

- using good judgment in the role of an employee
- protecting confidential information

An employee must respect their duty of loyalty regardless of the industry they work in or the position they hold. However, if an employee has heavy responsibilities within a Company, such as a

management position, their duty to be loyal may be greater.

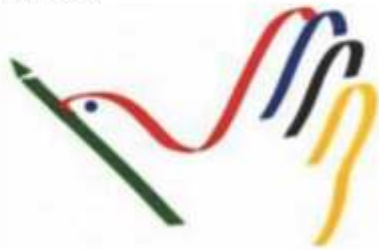
## But loyalty goes both ways

More obviously, employers are also obligated to protect and advance the reputation and financial well-being of the



Company and make business decisions in a manner that displays concern for welfare of all employees.

It goes without saying that both employer and employee should strive to strike a balance when it comes to promoting loyalty in the organization, which will not only give the organization the ability to gain a competitive advantage over others but also give the employees fair opportunity to the career development they seek. It is imperative that all organizations start reevaluating and rethinking their definition of loyalty and its contributing factors.



To be able and inspired enough to give their 100%, employees must be loyal to the organization and to what the organization aims for, and towards this end, the employer must win the commitment of its employees and support the employees in acquiring new skills that aid in their professional advancement. Employers must strive to help employees grow out of their old jobs into new ones within the organization.

### There must be balance between career and loyalty.



An employee's loyalty to his/her career and to the employer must be mutually exclusive so that the employee-employer relationship pays off for both. When the organization helps its employees develop expertise that furthers their professional development and enables the organization to address challenges, both types of loyalty align powerfully. To achieve this goal it is important that employees discuss their career goals with their reporting and reviewing officers as often as possible. It is necessary to help employees identify a clear link between their own professional goals and the organization's goals. When people understand the larger business context in which the organization is operating, they can more easily define ways to advance their own careers.

### Link between employees' values and organization's mission must be highlighted

The lifetime employment contract was never the foremost way to build employee loyalty. It

is an assumption that loyalty means "forever." Loyalty to an Organization is similar to courtship. You can be faithful to the person you're currently involved with, but that doesn't mean you will not move on to dating someone else later. Organizations too should not strive to retain all its employees forever, especially when the employer-employee relationship has reached a dead-end.



The ideal relationship is one where both parties benefit. Emphasizing an organization's purpose engenders loyalty. By putting a human face on its mission, an organization can achieve a favorable response rate to the employee-survey.

### Work must be designed with variety and autonomy



It can be said for certain that jobs that provide variety and the freedom to make decisions engender extensive loyalty among employees. Allowing people to take ownership of projects gives them the opportunity to develop new skills and hone their existing ones, and most importantly, the chance to prove their abilities. A commitment to variety and autonomy lets employees know they can exercise choice when new opportunities come along.

### **There must be focus on relationships**

For many employees, loyalty is influenced by their relationships with supervisors and colleagues. A study reveals that one major reason for people leaving an organization, apart from inadequate pay or benefits, is their unpleasant relationship with their immediate superior. Thus there must be a positive bond created between employees and supervisors in order to secure employee loyalty.

Fostering supportive relationships among employees can further enhance their loyalty to the organization. Enable people to work through conflicts constructively. Positive conflict resolution gives people the sense that 'We're together in this; we're a team.'

### **Employees must be Recognized and Rewarded**



Hard work and extra effort are assumed to be a norm in some organizations rather than recognizing and rewarding employees whose contribution go beyond what is necessary. There is a want among these employees to be valued and respected for putting in long working hours and assuming additional responsibilities, often unbidden.

Loyalty can be encouraged by something as simple and

inexpensive as individual feedback on a job well done or simply being thanked sincerely for having worked for long hours.

Therefore, after all this, how can we reevaluate the chimera that is LOYALTY?

The long-term success of any Company depends heavily upon the quality of its employers and employee loyalty. So if loyalty is still not there on our agenda, we have to put it there. Let's not make assumptions.

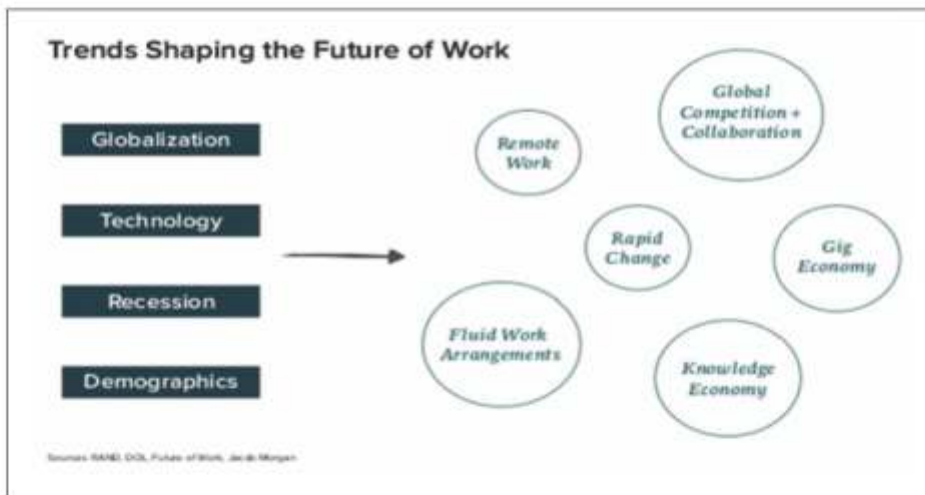
It's time for employers to check with their employees that systems are in place to fulfill their expectations and help them grow along with the Company, and for employees to give their best to their Company and enable employers to trust them both *at* and *with* work.



# The New Employment Economy

**Kenneth Kundan Topno**  
Dy. Manager (P)

**“What if we saw career development as boundary-less? And what if we saw the talent we need as existing everywhere?”**



In recent times, the term that has been referred to often in corporate discussions is “The New Employment Economy”, also referred to as the “Gig Economy”. So what is it? In a nutshell – it is the future.

Anybody over the age of 35 has grown up in a world where they mostly understand work as a commitment to some organization or company that lasts for eight to ten years (sometimes more) and you move on at most once or twice before you retire. The company takes care of your insurance (increasingly less so), provides you with a career path, some on-the-job training, and regular raises that hopefully gets you a bit ahead of where you started.

In the next decade those days will be gone – replaced by the New Employment Economy.

What are the main elements of this new economy?

- Technology has enabled people to work wherever, whenever they want. Everything necessary for this, from tools that support remote access to the rise of self-service HR, has made it easy for employees to work from anywhere in the world. This has also made it easy for people to choose to be contractors – or short term employees.
- Twenty-somethings don’t see themselves as employees. The generation coming into the workplace today doesn’t feel

the need to attach themselves to one corporate entity and stay there for several years. They are more interested in the work at hand than in commitment. Where the work is interesting, they will go.

- The rise of entrepreneurship. It is no longer that hard to strike out on your own. More and more people are choosing to start up a business than ever before. These businesses are built on a new model where people work together for a period towards a common goal, then move on.

- The lessening role of the corporate support infrastructure. Many companies nowadays just don’t offer much in the way of incentives to be able to retain employees for long. Benefits are not that great, layoffs are always a possibility, training and investment in the employees’ future is limited, retirement plans are less than pleasant, and raises are usually just cost of living adjustments. What a deal!

The New Employment Economy is going to be characterized by the free movement of resources

from job to job. The prediction that one day the company of the future will involve only 5% "traditional employees" is coming to pass, although it has taken longer than predicted.

If this seems farfetched, simply look around and you will see this phenomenon unfolding in many industries today. The entertainment industry is perhaps the best example. Actors, production people, editors, support staff all come together to get a job done. They don't get their benefits from the company – they receive it from unions, co-ops and guilds. The resources required to create a play or movie or TV show come together for that particular project because they can ply the work they love. When the project is over, they disperse and move on.

Today, consulting or freelancing for five businesses at the same time is a badge of honor. It shows how valuable an individual is. Many companies now look to these "ultimate professionals" to solve problems their full-time teams can't. Or they save money by hiring "top-tier experts" only for particular projects. Working at home or in cafes, starting businesses with teams of consultants and freelancers you've met only online, and even launching business

ventures that eventually may fail, all indicate "initiative," "creativity," and "adaptability," attributes which are very desirable traits in the modern workplace.

With this New Employment Economy showing no signs of slowing down, human resource professionals are starting to think about how to embrace this burgeoning pool of talent – and how to keep their own full-time employees fulfilled as the appeal of a "long job" fades. While the idea of finding talent beyond full-time employees certainly goes against traditional HR, a short-term gig doesn't necessarily translate to a lack of long-term value. By integrating freelancers into one's company culture and offering the employees exposure to outside knowledge, companies can strengthen their business bottom line. Below are three key strategies to broadening the talent pool and embracing the "New Employment Economy":

### 1. Go mobile

Instituting a mobile-friendly workplace is increasingly important for full-time employees, but it's crucial when working with freelancers who are often remotely located or work odd hours. The gig marketplace is almost

completely digital and it's becoming increasingly reliant on mobile. When you work with freelancers, you need to make sure your channels of communication are open.

With mobile applications maturing beyond simple administrative tasks, accomplishing real work – and even conducting full projects – is entirely possible from the palm of our hand. IBM recently launched enterprise apps that bring IBM's big data and analytics capabilities to iPhone and iPad users in the enterprise, so employees can tackle complex projects on their phones/tablets.

### 2. Recruit retirees

The gig economy is not just a community of independent Millennials – it includes professionals at every age, and Baby Boomers actually take the lead. Recruiting retirees for short-term projects is the perfect opportunity to assist in their transition while sourcing senior expertise, as recent studies show nearly two-thirds of workers ages 16 to 64 prefer a gradual transition to retirement.

Employees who had a good relationship with their workplace would likely love the opportunity to continue working for the company or

industry in some capacity after they leave their full-time position.

### 3. Support side gigs

While it may seem counter-intuitive, offering your own employees opportunities to work on projects outside of their job (and likewise sourcing short-term talent from other companies) is another way to refresh creativity and expand your company's skill set.

A few years ago, Siemens and Walt Disney formed an alliance aligned with this theory. Expanding beyond their internal team, Siemens borrowed Walt Disney employees to help

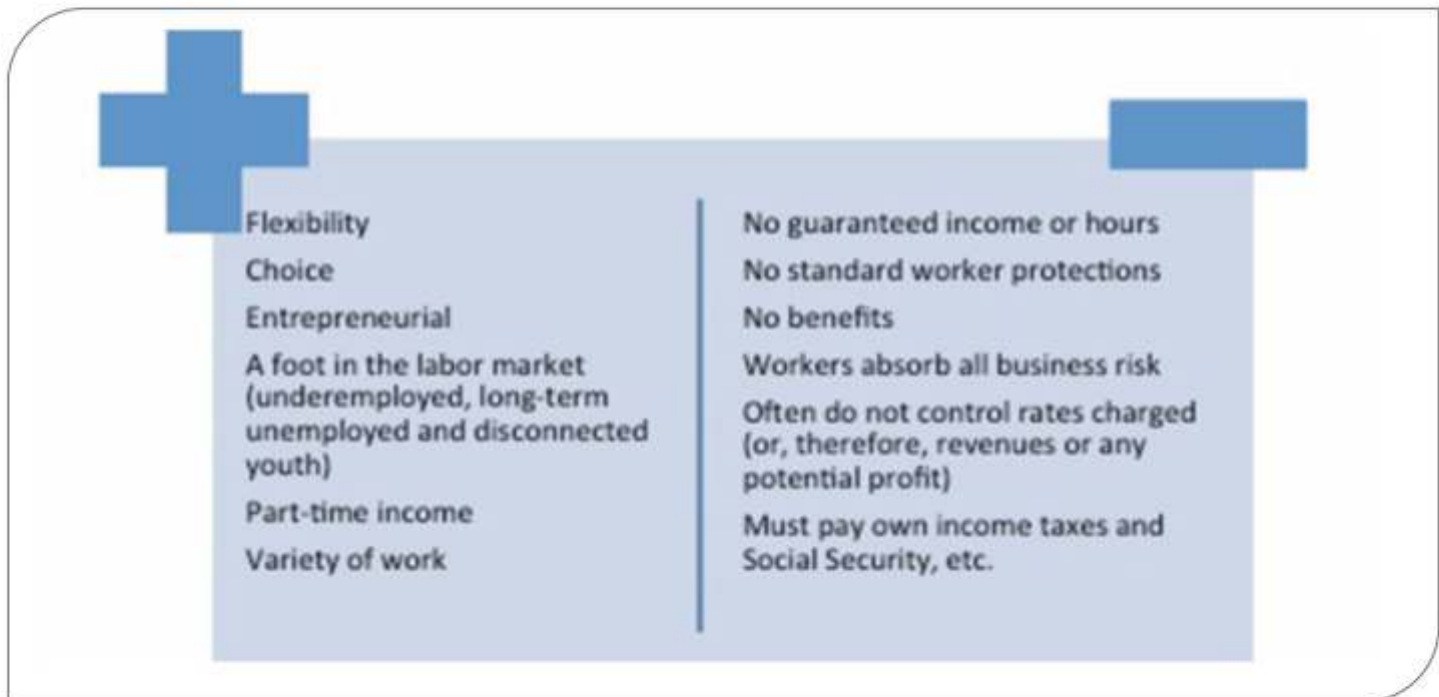
develop a marketing campaign for their new hearing aid for kids. In the same vein, companies have created programs that allow employees to work on their own side projects, such as Microsoft Garage.

No matter how you do it, finding ways to integrate short-term projects into your company can bring in high-quality expertise and offer current employees an expanded work experience.

### How will the Gig Economy benefit workers?

Some people don't want to start their own business but still want

the flexibility of working for themselves. Some people want or need to make some extra money on the side. The Gig Economy will arguably help these people the most. Thanks to these new platforms, it's not only possible, but easy for people to make a little cash on the side — sometimes magnitudes more than what they are making now — just by making themselves available on these platforms and choosing jobs they would like to do. Imagine having a job where you only do tasks that you want to do, and pass on the tasks that you don't want to do— that's the ultimate flexibility!



This as an exciting challenge, to say the least, for the future of HR. The entire infrastructure that supports HR around the world will have to be adapted to this new employment economy and the industry also is hopefully up for the challenge.

# Visit of Parliamentary Committee on the Welfare of Scheduled Castes & Scheduled Tribes

**Venita Solomon**  
Dy. Manager

To review the status of representation of Scheduled Castes and Scheduled Tribes in services of MMTTC, a fourteen member Parliamentary Committee, under the chairmanship of Shri Faggan Singh Kulaste, Honorable MP (Lok Sabha), visited Goa on 7th February 2015.

Principal office bearers of the Federation of MMTTC SC/ST Welfare Associations and representatives from the SC/ST Welfare Association of each RO were also invited to participate in the meeting.

On 6th February 2015, a day prior to the Parliamentary Committee meeting, there was a mutual consultation between the representatives from the



SC/ST Federation/ Association and the Management.

The first session was held with Sh. Rajeev Jaideva, Director (Personnel) wherein Shri Shashank Shende, Secretary General of the Federation of Unions of SC/ST employees association welcomed him and thanked him for taking positive action for the welfare of SC/ST employees in the organization. Director (P) briefed the group on the current financial and

business scenario along with other measures being taken for the welfare of the employees. He was also open about various issues and challenges being faced by the organization and sought each one's support to overcome these difficulties.

The second session was held in the presence of Sh. Ved Prakash, then acting Chairman, and the Federation/ Associations extended their best wishes to him. Apart from the issues raised by the Secretary General and Office Bearers of the Federation, other members were also given an opportunity to express their points. Both parties were candid, communicated well, listened to each other and tried to resolve issues that were voiced, recognized each other's contributions and committed to create an environment of trust



and respect for each other.

On 7th February 2015, the Parliamentary Committee met the representatives of the MMTC SC/ST Employees' Welfare Associations separately prior to meeting the Management of MMTC. The Committee took note of the issues raised by the Federation/ Association and discussed them with the MMTC Management to help resolve issues, remove discord between both the parties, and pave the path for harmonious relationships.

The Committee was extremely happy that MMTC has a representation of SC/ST employees far more than what is mandated by the Law. It was also enormously proud to learn that MMTC has a CMD and a Director who belong to the SC community.

With the successful meeting between MMTC and the Parliamentary Committee on



the Welfare of Scheduled Castes & Scheduled Tribes, the contribution of Sh. V. K. Chowdhary, GM, and his team deserves special mention for making the best arrangement for all the participants of the meeting.

We need to understand that the Management may often be overburdened with heavy work and limited time at its disposal which makes it difficult for every matter to be thoroughly and systematically scrutinized and considered. But we should all be

readily available to render any kind of assistance to the Management within our professional limits to help the Organization achieve new heights.

In this case, the SC/ST Federation/ Associations, all Liaison officers, and the SC/ST Cell at C.O., ensure that all welfare measures and compliances of Law are done with reasonable care. All such entities contribute to help MMTC carry out its responsibilities as a Good Corporate Citizen.





# MMTC Signs MoU with MoC for FY 2015-16

MMTC signed a MoU with the Department of Commerce, Ministry of Commerce & Industry, for the financial year 2015-16. Shri Rajeev Kher, then-Commerce Secretary – MOC&I,

and Shri Ved Prakash, CMD – MMTC Limited, signed the MoU on 31st March 2015. The MoU for FY 2015-16 stipulates turnover, gross operating margin, and other financial &

non- financial parameters. A turnover target of INR 20,500 crore for achieving excellent rating has been finalized for the FY 2015-16.



## A New Chapter in MMTC Leadership

Sh. Ved Prakash, Chairman and Managing Director, MMTC Ltd was felicitated by the Directors of MMTC and the representatives of MMTC's employee and staff associations in a function organized in SCOPE Auditorium on 26th March 2015. The program was well-attended by the employees of MMTC.

Sh. Ved Prakash took over as Chairman and Managing Director, MMTC w.e.f. 19th March 2015. He has been Director (Marketing) in MMTC since 2010, and has held various responsible assignments in the Company.

In his address to the employees, the CMD spoke about his vision for the future of the organization and solicited the wholehearted cooperation of the employees for a brighter future of MMTC.

Since then, the CMD has held further meetings and interactions with the employees of MMTC to keep them informed of the Company's performance, HR initiatives, and business developments. In doing so, he has encouraged the employees to put in the extra effort in order to give their best output in their professional capacities, which will aid the

Company's progress.

On 16th April 2015, the CMD held an interaction with members of the press, and spoke at length about MMTC's business plans, performances, and targets. He was joined by the Directors and CGMs of MMTC, and the press meet was attended by representatives of most major publications, channels and media bureaus.

These active initiatives by the senior management towards establishing and maintaining a channel of communication with internal as well as external audiences have been well-received and widely appreciated.



*Welcome Ceremony of Shri Ved Prakash, CMD, at SCOPE Auditorium*



Glimpses  
of the  
Press Meet



# MMTC Participates in Fourth India Engineering Sourcing Show

**Anita Gupttrishi**  
AGM (GT)

The Fourth India Engineering Sourcing Show (IESS IV) organized by the Engineering Export Promotion Council (EEPC) opened at the Bombay Exhibition and Convention Center in Goregaon, Mumbai on 16th December 2014 for three days where more than 170 players from India's engineering sector- manufacturers and buyers, sellers and exporters- put on a display of captivating collections of products and technologies, together with live demonstrations of the latest innovations for visitors across India and the world. The event was organized under the aegis of the Ministry of Commerce & Industry, Government of India, with EEPC India as the lead agency.

The event was conceived to support Micro Small and Medium Enterprises (MSME) for the promotion of 'Make in India' brand on the global stage, by providing them a viable platform to partner with international buyers. It also provided an opportunity for

MSMEs to participate and interact with global buyers to expand their footprints.

The highlight of this edition of the IESS was Poland being the partner country which is one of the fastest growing economies in Europe and offers a perfect gateway to the region. More than 26 companies from Poland participated in the Show. Poland holds expertise in mining and mining equipment, manufacture of medical devices, construction etc, while it can gain from India's IT and BPO sectors. Besides Poland, more than 300 international and Indian engineering companies, including big players like BHEL, MMTC, Mazagon Dock, etc. also participated in the three day expo. The Government of Gujarat was the 'Partner State' in the Show.

Then-Union Commerce Secretary Shri Rajeev Kher inaugurated the show on 16th December, 2014. In his inaugural address, Shri Kher said that the spurt in capital goods import in recent months is a good sign indicating revival of the manufacturing sector in

the country. He added that the 'Make in India' initiative by the Government and the follow-up policy measures are set to create a conducive atmosphere for growth of the manufacturing sector. "Over the last 10 years we have significantly moved ahead in export of value added products" he mentioned. As such, India's engineering exports today range from iron and steel products to aero-space products. Shri Kher also said that the Foreign Trade Policy, which is under preparation, will recognize and incentivize engineering products. He assured that the new policy will adequately address the slowdown concerns of exporters and fully guard the interests of the MSME sectors. Shri Kher termed engineering as the flagship sector of exports, as it accounts for one-fifth of all exports from India, and that engineering exports are expected to touch US \$ 70 billion during the current fiscal, up from US \$ 61 billion last year.

Calling for a need to build a sustainable architecture for manufacturing economy, the then-Commerce Secy. also highlighted the need to reorient

our export strategy in view of stagnation in the traditional markets of European Union, Japan etc., adding that vigorous marketing push needs to be given to explore new markets in Africa, Latin America and Central Asia.

MMTC had set up stall in the Show and provided platform to its MSME partners. MMTC's stall was inaugurated by then-Commerce Secretary Shri Kher, in the presence of Shri A Sondhi, CGM, Shri P. Ramachandran, GM, Ms Anita Guptrishi, AGM, Ms Sunita Parkar, AGM, and other team members. After the inauguration, Shri Kher spent

considerable time at the stall enquiring about MMTC's effort in MSME development & marketing. He was briefed about MMTC's initiatives in development of MSME segment in India and marketing of the Engineering products of MSMEs in South Africa and European Countries.

Shri D.S. Dhesi, then - CMD, MMTC, also visited MMTC's stall and spent quality time interacting with the empanelled vendors who had participated in the show along with MMTC officials. In the afternoon, Shri Dhesi, addressed the UAE Business

Forum that was convened in the Show premises.

A high powered business delegation from UAE Chamber of Commerce and Industry had participated in this Show. UAE has emerged as the second most important export destination for Indian engineering products above China and trailing just behind the US. As per HSBC Trade forecast, UAE is set to retain India's top export destination till 2030, while India will emerge as the biggest export and import partner of UAE by the same time.

***A meeting was held at CO on 29.06.15 between the management and principal office bearers of the Federation of MMTC Staff Unions on issues related to employee welfare, current businesses, etc. On behalf of the Federation, the principal office bearers also welcomed and felicitated CMD Sh. Ved Prakash.***



# आधुनिक भारत में डॉ. भीमराव अम्बेडकर के योगदान पर परिचर्चा

महेन्द्र सिंह

वरि. प्रबंधक (राजभाषा)

भारत रत्न बाबा साहेब डा. भीमराव अम्बेडकर की 124वीं जयंती पर पूरे देश में जगह-जगह कई कार्यक्रम आयोजित किए गए हैं। एमएमटीसी में भी 17 अप्रैल, 2015 को बाबा साहेब के जन्मदिन पर कारपोरेट कार्यालय के सम्मेलन हाल में डा. भीम राव अम्बेडकर पर एक परिचर्चा का आयोजन किया गया। परिचर्चा का विषय "डा. भीमराव अम्बेडकर का आधुनिक भारत के विकास में योगदान"

था। कार्यक्रम में बाहर से कई व्याख्याओं को डा. अम्बेडकर पर व्याख्यान देने के लिए आमंत्रित किया गया था।

कार्यक्रम का संचालन श्री सुभाष भास्कर ने किया। कार्यक्रम के आरम्भ में डा. भीमराव अम्बेडकर को सीएमडी, निदेशकगण तथा आमंत्रित अतिथियों ने श्रद्धा सुमन अर्पित किये। सर्वप्रथम श्री वेद प्रकाश, अध्यक्ष एव प्रबंध निदेशक ने अपने स्वागत भाषण में डा. भीमराव अम्बेडकर का देश के विकास में योगदान को याद करते हुए कहा कि वे

दलित समाज के लोगों के ही नहीं अपितु पूरे देश के महान नेता थे। डा. अम्बेडकर ने पूरी दुनिया में भारत का नाम रोशन किया। उन्होंने कहा कि गरीबी तथा समाज के छोटे वर्ग में जन्म लेकर भी डा. भीमराव ने सिद्ध कर दिया कि यदि कुछ करने का प्रण किया जाये तो कोई भी कार्य असंभव नहीं है। बाबा साहब ने जातिवाद का पुरजोर विरोध करते हुए महिलाओं के उत्थान के लिए काफी संघर्ष किया। वे हमारे लिए प्रेरणा-स्रोत हैं। डा. भीमराव अम्बेडकर के जीवन से प्रेरणा लेने का आहवान



करते हुए सीएमडी साहब ने अपने भाषण का समापन किया।

बाहर से आमंत्रित वक्ताओं में सर्वप्रथम जे एन यू के प्रोफेसर डा. संजय पासवान ने डा. भीमराव अम्बेडकर पर अपना सारगर्भित व्याख्यान दिया। डा. पासवान ने कहा कि डा. भीमराव अम्बेडकर सभी वर्गों के लोगों को समाहित किए हुए थे। संविधान में एक वोट एक अधिकार के पक्षधर रहते हुए उन्होंने अपने मोर्चे पर खूब लड़ाई लड़ी। दूसरे वक्ता डा. राम चन्द्र, प्रोफेसर, जेएनयू ने अपने भाषण में कहा कि बाबा साहेब की लड़ाई सभी वर्गों के लिए थी। उन्होंने सामंती साम्राज्य को जनतांत्रिक साम्राज्य में बदलने के लिए खूब संघर्ष किया। उनके संघर्ष के परिणामस्वरूप ही भारत देश आज

विश्व का सबसे बड़ा लोकतांत्रिक देश है। तीसरे वक्ता श्री रविन्द्र कुमार ने बताया कि बाबा साहब गरीबों के मसीहा के रूप में जाने जाते हैं। समाज के छोटे वर्ग के लोगों के लिए किए गए संघर्ष का ही परिणाम है कि आज देश में छोटे वर्ग के लोग समाज में सर उठाकर चलते हैं। अन्तिम वक्ता डा. पुरुषोत्तम अग्रवाल ने अपने भाषण के आरंभ में कहा कि वे गांधी जी के प्रशंसक होने के साथ-साथ बाबा साहब के भी बहुत बड़े प्रशंसक हैं। उन्होंने बाबा साहब की तुलना गांधी जी के साथ करते हुए कहा कि उनके विचारों में समानता होते हुए भी डा. भीम राव अम्बेडकर उनके आलोचक रहे हैं। डा. अग्रवाल ने एक घटना का जिक्र करते हुए बताया कि एक बार बाबा साहब ने गांधी जी द्वारा

किसी विषय के संदर्भ में वर्ग-व्यवस्था का पक्ष लेने पर गांधी जी से कहा की यदि वर्ग व्यवस्था सही है तो आप जाति से बनिये होते हुए बनिये का कार्य क्यों नहीं करते, नेता क्यों बन गए। डा. अग्रवाल ने बाबा साहेब के योगदान के संदर्भ में संविधान के विभिन्न विधाओं का विश्लेषण किया। उन्होंने कहा कि डा. भीमराव अम्बेडकर सिविल धर्म के स्थान पर सिविल राइट की भी बात किया करते थे।

कार्यक्रम का समापन अखिल भारतीय एमएमटीसी एससी/एसटी महासंघ के अध्यक्ष श्री अशोक कुमार के धन्यवाद ज्ञापन के साथ हुआ।



# अम्बेडकर जयंती पर संसद मार्ग पर कार्यक्रम

**अशोक कुमार**

अध्यक्ष—अखिल भारतीय एमएमटीसी, एससी/एसटी महासंघ

14 अप्रैल को भारत रत्न बाबा साहेब डा. भीमराव अम्बेडकर की 124वीं जयंती पर पूरे देश में जगह-जगह कई कार्यक्रम आयोजित किए गए। संसद भवन के प्रांगण में स्थापित उनकी मूर्ति पर माल्यार्पण करने के लिए देश के विभिन्न भागों से लाखों लोग आये। इतने सारे लोगों के खाने पीने की फ्री व्यवस्था करने के लिए विभिन्न संस्थाओं तथा एससी/एसटी कल्याण संघों ने संसद मार्ग पर अपने-अपने स्टाल लगाये थे।

इतनी संख्याओं में आने वाले लोगों को ध्यान में रखते हुए एमएमटीसी

एससी/एसटी कर्मचारी संघ ने भी अल्पाहार की व्यवस्था की थी। यह कार्यक्रम एमएमटीसी के तत्वाधान में आयोजित किया था। इस कार्यक्रम में एमएमटीसी के अध्यक्ष, श्री वेद प्रकाश,

निदेशक (कार्मिक) श्री राजीव जयदेव, निदेशक (वित्त) श्री एम.जी. गुप्ता ने शामिल होकर कल्याण संघ के सदस्यों का उत्साह बढ़ाया।





# MMTC Observes International Women's Day 2015

**Somdutta Sarkar**  
 Dy. Manager (CC)

MMTC Limited, with active involvement from its WIPS (Women in Public Sector) Cell, organized a special program on the occasion of International Women's Day, on 12th March 2015 at SCOPE Complex, New Delhi on the UN theme 'Empowering Women, Empowering Humanity: Picture It!' A diverse profile of speakers; including investment consultant Mr Vipresh Sharma, Mr Satish Kumar Singh, Addnl. Director of the Centre for Health & Social Justice, and Ms. Pragya Routrouy, High Court

advocate, engaged and interacted with the audience at this event on financial, social and legal matters of interest in the crusade for gender empowerment.

Sh. M.G. Gupta, Dir (F), Sh. A. Trivedi, Dir (Mktng), & Ms Anju Gupta, GM & Secy WIPS (Northern Region) were also present on the occasion, and shared their views and experiences with the audience.

The clarion call of 'Empowering Women, Empowering Humanity: Picture It!' highlights the Beijing Declaration and Platform for Action, a historic roadmap signed by 189

governments 20 years ago that set the agenda for realization of women's rights. The Beijing Platform for Action focuses on 12 critical areas of concern, and envisions a world where every woman can exercise her choices, such as participate in politics, get an education, earn a livelihood, and live in societies free from violence and discrimination. "The world will never realize 100 per cent of its goals if 50 per cent of its people cannot realize their full potential," as in the words of UN Secretary-General Ban Ki-moon, "When we unleash the power of women, we can secure the future for all."



# क्षेत्रीय कार्यालय मुंबई में महिला दिवस का आयोजन

विनया हट्टगडी  
मुख्य प्रबंधक (वित्त व लेखा)

हम लाडली बेटियां हैं  
हम प्यारी बहनें हैं  
हम पूजनीय माताएं हैं  
हम प्रियतम पत्नियां हैं  
हम शक्ति का स्रोत हैं  
हमें महिला होने पर गर्व है

ये विचार एमएमटीसी मुंबई कार्यालय की महिलाओं ने महिला दिवस के अवसर पर व्यक्त किया। 8 मार्च 2015 को रविवार होने के कारण, मुंबई कार्यालय में महिला दिवस 11 मार्च 2015 को मनाया गया। बीकेसी आफिस, कांफ्रेंस रूम में आयोजित

इस कार्यक्रम में महिलाओं ने उत्साह के साथ भाग लिया। इस अवसर पर सांताक्रूज की नौजवान फिजियोथेरापिस्ट डा. कुंजल शाह गाडा को मुख्य अतिथि के रूप में आमंत्रित किया गया था। डा. शाह अपनी निजी प्रैक्टिस के साथ-साथ मुंबई क्रिकेट एसोसिएशन से भी जुड़ी हुई हैं जहां पर वे 19 वर्ष से कम आयु वर्ग के खिलाड़ियों के लिए काउंसलर का कार्य करती हैं।

डॉ. गुंजल के हार्दिक अभिनंदन तथा अतिथि के साथ अल्पाहार करने के बाद कार्यक्रम दोपहर 2.00 बजे शुरू हुआ। व्याख्यान से पूर्व सुश्री सुनीता पारकर ने अतिथि महोदय का परिचय दिया। वरिष्ठ महिला कर्मचारी सुश्री रेखा वारंगे ने मुख्य

अतिथि का बुके द्वारा स्वागत किया। अपने व्याख्यान के आरंभ में डा. कुंजल ने महिलाओं की शारीरिक बनावट तथा यह पुरुषों की तुलना किस प्रकार से भिन्न है, इस पर प्रकाश डाला। उन्होंने इसकी सीमाओं तथा शक्तियों के बारे में भी बताया। मुंबई में 30-59 वर्ष आयु वर्ग की महिलाओं की अधिक संख्या है तथा इनमें होने वाली गर्दन, पीठ तथा टांगों की मांसपेशियों तथा हड्डियों संबंधी परेशानियों के बारे में विस्तार से चर्चा की। उन्होंने योग तथा जिम ट्रेनिंग जैसी एक्सरसाइज के महत्व पर प्रकाश डालते हुए इनसे प्राप्त होने वाले दीर्घकालीन लाभ गिनाए। उन्होंने टांगों में होने वाले विभिन्न तरह के दर्द व समस्याओं से बचने के लिए उचित



व स्वस्थ भोजन करने तथा सही प्रकार के जूते-चप्पल पहनने पर बल दिया। यह व्याख्यान एक प्रकार की परिचर्चा थी जिसमें महिलाओं ने अपनी सभी प्रकार की शंकाओं और प्रश्नों को सहजता से उठाया। इस सत्र के दौरान कुछ सरल एक्ससाईज भी कराई गई।

यह परिचर्चा धन्यवाद ज्ञापन के साथ संपन्न हुई तथा बाद में संपर्क नंबरों का आदान-प्रदान और फोटो सत्र हुआ। महिला दिवस के इस आयोजन में क्षेत्रीय कार्यालय मुंबई की सभी महिला कार्मिकों ने सक्रिय रूप से भाग लिया।

## Intl. Women's Day Celebrated at RO Chennai

**Jennifer Difiva. E**

Manager (Fertilisers, Chemicals & GT)

Chennai Regional Office celebrated International Women's Day on 6th March, 2015. The day started with female employees greeting each other. They had contributed to arrange for a luncheon as well! A scrumptious meal was arranged in the office premises for all

the employees. Around 3.30 in the afternoon, the program kickstarted with the singing of the invocation song. Smt.V.Bhanumathi gave a small speech. The event was graced by two special invitees, Smt. M.P.Chitra, Content Writer for Doordarshan and AIR, and Shri P. Manikandan, Motivational Speaker. Smt. Chitra represented women working in

Media. She spoke on the evolution of the role of women and also drew analog from history to drive home the message that women command respect and are in no way second fiddle to men. Shri Manikandan, a renowned speaker and host of TV shows, stole the show with his humor laced talk which centered on day to day situations and the comical twists to them. His lighthearted humor and impromptu jokes were the show stealer; the enthralled audience paid rapt attention to his hour long speech which ran a little longer than the schedule.

The next event was a quiz centered on "Women Achievers". The winners were given prizes! Shri D. Kabali, Chief Manager, presented a small poem penned by himself as a Tribute to the women. Shri S. Durairaj, Sr. Manager, also presented a four



*Shri J.V.N. Rao, GM, felicitating Guest Speaker Shri P. Manikandan*

line poem which was penned by Shri N. Krishnamurthy, Chief Manager, in praise of women. Next, Shri J.V.N. Rao, GM, spoke on the occasion, commending the performance of female employees and also thanked them for having arranged the programme. The day concluded with a vote of thanks by Smt A. Subbulakshmi, Asst. Co-ordinator, WIPS Chennai.



Employees of RO Chennai listen in rapt attention to the speech

It is noteworthy that on this occasion the women in Chennai office collectively made a contribution of forty doormats and Turkish towels to Adyar Cancer Institute for the benefit of the in-patients. Thus the day was fun filled with lively sessions, hearty laughter and sweet memories!



## MAA

She's the one who gave me life  
the one who is really naive.  
She always has her guard on  
for she wants her children to live long  
She sings sweet lullabies  
to put a pause to the cries.  
There is none that can take her place  
for she's the one with all the grace.

Made with **PicLab**

Contributed by :- Ms. Pallavi Katyal, d/o Shri Vipin Katyal, Sr. Manager (P)

# SRO Bellary Celebrates Intl. Women's Day

**C.H. Jayashree**  
COM (PS), SRO-Bellary

Women employees of SRO: Bellary celebrated International Women's Day on 9th March 2015 (8th March 2015 being holiday) at a function held in the office premises. The meeting was presided over by Sr. Manager (I/C), Shri N. Nandi.

Sr. Manager (P&A) Shri T. Rajendran, Manager (P) Shri B. Srihari, Manager Shri G. Sreenivasulu, and Dy. Manager Shri A.K. Das also graced the occasion and lit the traditional lamp. Smt. C.H. Jayashree, COM (PS), while welcoming the gathering, brought out in brief the historical perspective of the women's movement against gender discrimination. Sr.

Manager (I/C) and president of the function Shri N. Nandi in his key note address exhorted all male employees to treat female members of their household with respect and affection. Indian scriptures and culture accord very special status to womanhood, he informed, also relating several prominent examples of women's spirit of sacrifice and nurture. Senior officers and leaders of employee forums also spoke on the occasion and assured all support to women employees.

The celebrations continued with a scrumptious lunch hosted by the women employees for all, followed by a variety entertainment programme by male employees in honor of their female colleagues and their significant contribution to



the Family, Society and Nation. A dumb charade organised as part of the programme was received with great enthusiasm and participative fervor.

Women employees with contributions from their colleagues presented a DVD player with sound system to a local Welfare Home of differently abled children run by the State Government to mark the occasion. Sweets were distributed to the resident children and a first-hand experience had of the great care and love required in bringing up differently abled children. After the revealing experience, the employees pledged to spend time sharing love with these children. This gesture of the women employees, a follow-up to their earlier contributions to homes for the aged and dispossessed, was lauded by all. Smt. V. Hemamalini, OM (PS), presented the vote of thanks.



# CMD's visit to Bhubaneswar for Future Expansion of NINL

**T.K. Sengupta**

GM, RO Bhubaneswar

Shri Ved Prakash, on taking over as CMD, MMTC and Chairman, NINL, visited Bhubaneswar on 24th March, 2015. During his visit, the CMD, accompanied by Shri D.P. Bagchi, Independent Director, NINL, and MD, NINL as well as other Senior officials, met Hon'ble Chief Minister of Odisha Shri Naveen Patnaik and Shri G.C. Pati, Chief Secretary of Odisha to apprise them on the plan for future expansion of NINL and to seek support of the Government of Odisha for smooth running of NINL plant.

During his visit, he also met Development Commissioner of Odisha as well as Principal Secretary, Industry, Government of Odisha to apprise them of the contribution made by MMTC in promoting NINL as an integrated Steel Plant with its current capacity of 1.1 Million MT Hot Metal, SMS, Coke Oven and other associated steel making facilities. The meeting of CMD with Hon'ble Chief Minister of Odisha and Chief Secretary would certainly go a long way in securing the State Government's support in

running of NINL in the current difficult steel market conditions and will help in getting support from State Government entities such as Odisha Mining Corporation (OMC) and Industrial Promotion & Investment Corporation Of Odisha Ltd. (IPICOL) who have significant stakes in NINL.

It may be mentioned there that NINL is getting part of its iron ore requirements from OMC and as a stakeholder, more support is expected from them for which CMD emphasized the need during his meeting with Chief Secretary, Odisha when MD,

OMC was also present. Incidentally, it may be mentioned here that Central PSUs like National Mineral Development Corporation (NMDC) and MECON have minor equity stakes in NINL and have supported MMTC in setting up the project.

After meeting Chief Minister, Odisha and other senior officials of Govt. of Odisha, CMD, Shri D.P. Bagchi, and MD, NINL and other senior officials of MMTC/NINL addressed a press conference which was attended by all major local media as well as national media. During the



course of the press conference, CMD and Shri Bagchi briefed the media about the future expansion plan of NINL and possible sources of financing the outlay required for such expansion. They added that MECON was in the process of preparing the techno-economic feasibility report (TEFR) for expansion of NINL's current capacity to 5 mtpa in time to come and the report is expected to be ready in about six months' time. In brief, the plan for expansion of NINL is to achieve steel output of 5 mtpa in two phases which is estimated to cost about Rs.25,000-Rs.30,000 crores as informed by CMD. It was also announced that as of now, an amount of about Rs.3600 crores has been invested on the Company's



existing capacity at Kalinga Nagar. Further, it has been projected by SBI Caps that NINL would start generating profit in 2016-17 with stabilization of steel melting shop which has been commissioned recently,

and upon commissioning of its captive mines at Koira. This would make the NINL Plant self-sustainable and generate adequate internal resources for contributing to its expansion in future.



As regards commissioning of captive mines, it was informed that we are hopeful of getting clearances from statutory bodies soon and are expected to start mining operation in about a year. During CMD's meeting with Chief Minister and other senior officials, he had sought support of State Govt. Officials in expediting the clearances for captive mines. Currently, NINL is buying 100 per cent of its iron ore and other raw materials from outside sources. Captive sources of Iron ore supply will turn things around for MMTC

and NINL in order to make the venture profitable. The media was informed that MMTC being the major promoter has been providing financial as well as marketing support to NINL through its network of offices within the country as well as abroad. In this regard, it was informed that we have provided a corporate guarantee of Rs.1470 crores to enable NINL to avail loans from banks and financial institutions at a concessional rate. The visit of CMD has been very successful in terms of his meetings with

Hon'ble Chief Minister and Chief Secretary of Odisha as well as other senior officials. His meeting with media people have helped in dispelling various misinformation and put the future plan of NINL in perspective.

When representatives of the press enquired from CMD about future business plan of MMTC, he stressed that coal imports by India would continue to remain robust for atleast next 3-4 years since the coal mining companies would take time to start operations after the award of

blocks through auction is over. This will provide opportunity for coal import which is one of MMTC's main activities. He also pointed out that going forward, MMTC may convert its representative office in South Africa to a full-fledged trading company to tap various business opportunities emerging from African Region. Besides this, MMTC will also make efforts to increase its other commodity business including precious metals once growth picks up with the support of policy measures taken by the Central Government.





# अध्यक्ष एवं प्रबंध निदेशक का क्षेत्रीय कार्यालय मुंबई का दौरा

रामफल यादव

मुख्य प्रबंधक (राजभाषा)

एमएमटीसी के अध्यक्ष एवं प्रबंध निदेशक श्री वेद प्रकाश दिनांक 20 अप्रैल 2015 को क्षेत्रीय कार्यालय मुंबई में पधारे। सर्वप्रथम अध्यक्ष एवं प्रबंध निदेशक ने कार्यालय परिसर में लगी छत्रपति शिवाजी महाराज की प्रतिमा पर माल्यार्पण कर अपनी श्रद्धा अर्पित की। इसके बाद उन्होंने डॉ बाबासाहेब अंबेडकर तथा राष्ट्रपिता महात्मा गांधी की प्रतिमाओं पर माल्यार्पण किया।

यह संयोग ही था कि अक्षय तृतीया के उपलक्ष्य में क्षेत्रीय कार्यालय मुंबई द्वारा आयोजित अक्षय तृतीया प्रदर्शनी एवं सेल का उद्घाटन अध्यक्ष महोदय के कर कमलों द्वारा किया गया। अध्यक्ष महोदय के स्वागत में बीकेसी कार्यालय के कांफ्रेंस हॉल में एक कार्यक्रम आयोजित किया गया था। स्वागत समारोह के आरंभ में सर्वप्रथम क्षेत्रीय कार्यालय मुंबई के मुख्य महाप्रबंधक श्री ए. सौधी ने अध्यक्ष एवं प्रबंध निदेशक का बुके प्रदान कर स्वागत किया। इसके बाद बारी-बारी से क्षेत्रीय कार्यालय मुंबई की विभिन्न एसोसिएशंस/यूनियन/समिति के पदाधिकारियों ने अध्यक्ष एवं प्रबंध निदेशक को बुके प्रदान कर उनका स्वागत किया।



सभा स्थल पर भारी संख्या में अधिकारी एवं कर्मचारी उपस्थित थे। अध्यक्ष एवं प्रबंध निदेशक ने उपस्थित अधिकारियों एवं कर्मचारियों को कंपनी की वर्तमान स्थिति तथा व्यापारिक गतिविधियों की जानकारी दी। उनका कहना था कि कंपनी को अपने कारोबार की मात्रा तथा लाभ की दृष्टि से जो प्रतिष्ठा एवं स्थान पूर्व में प्राप्त था उसमें कमी आई है। पर हमें इससे हतोत्साहित होने की जरूरत नहीं है। कंपनी में इतनी शक्ति है कि यह अपने बलबूते पर अपनी वही प्रतिष्ठा एवं साख पुनः अर्जित करेगी। इसके लिए हम सभी को पूरी निष्ठा एवं लगन से काम करने की आवश्यकता है।

अध्यक्ष एवं प्रबंध निदेशक ने अधिकारियों को भरोसा दिया कि कंपनी

में अधिकारियों की ट्रांसफर पॉलिसी को पारदर्शी एवं आवश्यकता आधारित बनाया जाएगा। उन्होंने यह भी कहा कि हर साल डीपीसी समय पर व नियमित रूप से आयोजित की जाएगी ताकि अधिकारियों का मनोबल बना रहे।

मुख्य महाप्रबंधक श्री अश्विनी सौधी ने अपने धन्यवाद ज्ञापन में अध्यक्ष एवं प्रबंध निदेशक के प्रति उनके प्रेरक संबोधन के लिए हार्दिक आभार व्यक्त किया और क्षेत्रीय कार्यालय मुंबई के सभी अधिकारियों एवं कर्मचारियों की ओर से आश्वासन दिया कि वे उनके नेतृत्व एवं मार्गदर्शन में पूरी निष्ठा एवं लगन से कार्य करेंगे और कंपनी की विकास यात्रा को गति देने में कोई कसर नहीं छोड़ेंगे।



## RO Hyderabad Receives Highest Import Award for 2013-14

**Arindam Singha Roy**  
AGM (PMD/GT), RO Hyderabad

Customs and Central Excise organized International Customs Day celebration on 27th January 2015 at the Haj Terminal Rajiv Gandhi International Airport in Shamshabad, Hyderabad. All the importers and exporters along with associates were invited to the event. Ms.R. Shakuntala, I.R.S, Chief Commissioner of Customs, Central Excise & Service Tax presided over the function. Shri V.Ramu, Chief Commissioner of Customs, Central Excise & Service Tax was the Guest of Honor. Shri N.Sridhar, I.R.S. Commissioner of Customs was the convener of the programme. There was considerable discussion about the performance of MMTC RO Hyderabad in spite of frequent



*Shri T.S. Rao, GM, receiving the trophy of Highest Import Award 2013-14 from Shri V. Ramu, Chief Commissioner of Customs, Central Excise & Service Tax*

changes in the gold import policies.

During valedictory function it was announced that among all the import agencies, MMTC's RO Hyderabad had done Highest Import and was awarded for the achievement.

Shri T.S Rao, GM (Hyderabad), received the Award of Highest Import for 2013-14 from Shri V. Ramu. All the senior officials of customs applauded the performance of MMTC Hyderabad.



*From Left: Shri N. Sridhar, I.R.S. Commissioner of Customs, Shri T.S. Rao, GM, Ms. R. Shakuntala, I.R.S. Chief Commissioner of Customs, Central Excise & Service Tax, Shri A.S. Roy, AGM, & Shri M. Amanulla, Chief Mgr.*

# भुवनेश्वर कार्यालय में राजभाषा कार्यशाला का आयोजन

सुरेन्द्र नाथ पाणि  
 व. का. प्रबंधक (पीएस)

दिनांक 18.03.2015 को एमएमटीसी क्षेत्रीय कार्यालय भुवनेश्वर में मुख्य प्रबंधक स्तर तक के 41 कार्मिकों के लिए कार्यालय के सम्मेलन कक्ष में राजभाषा कार्यशाला का आयोजन किया गया था। डा. नमिता स्वाई, हिंदी प्राध्यापक, हिंदी शिक्षण योजना, राजभाषा विभाग, गृह मंत्रालय, भारत सरकार, महालेखाकार कार्यालय, भुवनेश्वर ने कार्यशाला का संचालन किया। श्री टी.के. सेन गुप्ता, महाप्रबंधक ने सभी उपस्थित कार्मिकों का स्वागत करते हुए राजभाषा कार्यशाला का विधिवत उद्घाटन किया और बताया कि हिंदी अब राष्ट्रभाषा, राजभाषा, संपर्क भाषा, जनभाषा के सोपानों को पार कर विश्व भाषा बनने की ओर अग्रसर है। ऐसी स्थिति में हम सब का



यह कर्तव्य है कि हिंदी को और भी सशक्त व समृद्ध बनाएं। उन्होंने क्षेत्रीय कार्यालय भुवनेश्वर में हिंदी के कामकाज को संतोषजनक पाया तथा राजभाषा अधिकारी और सभी कार्मिकों को इसके लिए धन्यवाद दिया। तत्पश्चात डा. नमिता स्वाई ने कार्यशाला शुरू की। डा. स्वाई ने

कम्प्यूटर पर हिंदी में काम करने को सरल ढंग से सिखाया तथा विभागीय टिप्पणियों का लेखन, ज्ञापन, कार्यालय आदेशों, परिपत्रों एवं छोटे पत्रों को हिंदी में प्रेषण करने का अभ्यास कराया जिससे सभी प्रतिभागियों को लाभ हुआ।



# विशाखापट्टनम में आयोजित हिंदी कार्यशाला

जगन्नाथम

मु. का. प्रबंधक (राजभाषा)

दिनांक 04.03.2015 को क्षेत्रीय कार्यालय विशाखापट्टनम में एक दिवसीय हिंदी कार्यशाला का आयोजन किया गया। श्री एस के दास, महाप्रबंधक, ने दो सत्रों में विभाजित कार्यशाला के पहले सत्र का शुभारंभ सुबह 10.00 बजे किया।

क्षेत्रीय प्रमुख श्री एस के दास, महाप्रबंधक ने कार्यशाला में नामित अधिकारियों एवं कर्मचारियों को संबोधित किया और कहा कि कार्यालय में कार्यशालाएं नियमित चलाई जा रही हैं। "हिंदी में काम करने के लिए शब्दकोश एवं व्याकरण रचना की



किताबें भी वितरित की गई हैं। फिर भी हाल में हिंदी प्रगति की समीक्षा करते समय मैंने अनुभव किया कि उनका कार्यालयीन कार्य में उपयोग नहीं हो रहा है। अतः मैं आप सबसे अनुरोध करता हूँ कि कार्यशाला में प्राप्त

जानकारी के साथ साथ इन किताबों का उपयोग अवश्य करें ताकि आपको हिंदी में काम करने में किसी प्रकार की कठिनाई नहीं आए। साथ ही इसके लिए हिंदी अनुभाग की सहायता भी ली जाए। हमें वार्षिक कार्यक्रम 2014-15 में उल्लिखित लक्ष्यों का भी ध्यान रखना चाहिए। कार्यशालाओं के आयोजन का उद्देश्य यही है कि कार्मिक हिंदी के प्रति जिम्मेदारी समझते हुए हिंदी में अधिक से अधिक कार्य करें तथा उनके इस प्रयास में आ रही कठिनाइयों को कार्यशाला के माध्यम से दूर करें।"

श्री शंकर डोरा, हिंदी प्राध्यापक, हिंदी शिक्षण योजना, विशाखापट्टनम ने कार्यशाला में नामित अधिकारियों एवं कर्मचारियों को राजभाषा से संबंधित पत्र लेखन एवं टिप्पणी लेखन के बारे में अवगत कराया। इस कार्यशाला में कुल 10 कार्मिकों ने भाग लिया जिनमें अधिकारी एवं कर्मचारी दोनों शामिल थे।



# Mumbai Recreation Club Plays T20

**V.G. Chavan**  
Outdoor Secretary

MMTC RO-Mumbai's Recreation Club recently participated in 'Sheth Narottam Morarjee Shipping Cricket Tournament – 2014-15, T20 matches'. The Club has earned many trophies and awards earlier as well. The Recreation Club also got affiliation with the Mumbai Cricket Association (MCA).



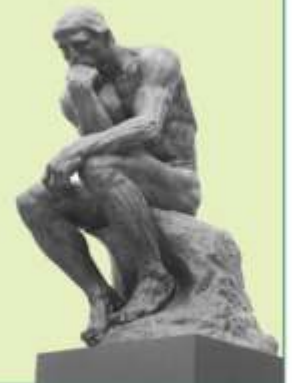
## मेरे अन्दर बैठा कौन?

**एस.आर. वर्मा**  
पूर्व उप महाप्रबंधक

कभी कभी कुछ कहता है,  
कभी कभी रहता है मौन।  
मेरे अन्दर छुपकर बैठा,  
मेरे जैसा दूजा कौन ?  
नाम पुकारे जोर जोर से  
जब जब गम की आंधी आए,  
वक्त का चाबुक उसके हाथ  
वरना रब को पूछे कौन?  
रात रात जगराते कर के,  
लारुडस्पीकरों पर शोर मचा के,  
पहुंचेगा क्या खुदा के पास?  
महसूस करना है गर 'नूरे इलाही'  
धीमी कर तू अपनी टोन  
कोलाहल मे चैन कहाँ है?  
हरदम जीता है बस मौन

## समभाव में रहना सीखो

गमों या खुशी को  
जरूरत से ज्यादा न दिखाओ,  
ना कुचले जाओ तुम दुखों से,  
ना ही खुशी में फूले तुम समाओ।  
समभाव में तुम रहो,  
समता को जीवन में लाओ।  
समता मे रहोगे तो शुद्ध हो जाओगे,  
प्रयोग में लाओ, गौतम बुद्ध हो  
जाओगे।



# GB Meeting of MMTC FOWA, Bangalore

**DVSV Prasad**

Secretary, MMTC FOWA Bangalore

The MMTC Former Officers Welfare Association, Bangalore, recently conducted a General Body Meeting and picnic program at Muthathi, a picturesque spot close to Cauvery River, for its members and their families. The occasion gave the members some relief from the daily city-life monotony, and rejuvenation in their old age. The members also visited the famous Somnathpur Temple near Narsipura, Karnataka, the route to which is quite scenic. The picnic –cum –meeting program went well.



During the meeting, Secretary DVSV Prasad informed the members that MMTC has

withdrawn the 10% bearing of the inpatient expenditure. Members who received the 10% recovery in the revised period were credited to their accounts. The members expressed their thanks to MMTC for the gesture. They also expressed happiness on MMTC's new CMD Sh. Ved Prakash taking charge of his office.

The Committee has unanimously agreed on the proposal to include Shri R.D. Kallihal in the committee, which will be helpful for the managing committee.





# Holi Celebrations



Keeping the tradition alive, this year too, female employees of MMTC gathered with colours, flowers, sandal paste, and good wishes for token celebrations of *Holi*. The program, followed by lunch, brimmed with the collective spirit and enthusiasm of the employees.

*Here's to a colourful year ahead!*

## कारपोरेट कार्यालय में होली का कार्यक्रम

राज कुमार विग  
कनिष्ठ सहायक

हर वर्ष की भांति इस वर्ष भी कारपोरेट कार्यालय में होली की पूर्व संध्या पर होली मिलन का आयोजन किया गया। इस आयोजन में सभी कर्मचारी एवं अधिकारीगण आमंत्रित थे तथा सभी ने पूरे उत्साह के साथ इस कार्यक्रम में हिस्सा लिया। कर्मचारी संघ के महासचिव श्री नरेश विज ने अपनी टीम के साथ सभी का चंदन तिलक लगा कर स्वागत किया एवं औरों ने भी एक दूसरे को चंदन तिलक एवं गुलाल लगा कर होली के इस पावन पर्व का आनंद लिया।

कार्यक्रम में गीतों का आनंद लेते हुए सभी ने श्री आई.एस. गुप्ता जी की

कविताओं का भी आनंद लिया एवं सभी ने एक दूसरे को होली की शुभकामनाएं दी। कार्यक्रम के अंत में कर्मचारी संघ के महासचिव श्री नरेश विज ने अपनी

पूरी टीम के साथ इस आयोजन को सफल बनाने के लिए सभी कर्मचारियों एवं अधिकारियों को धन्यवाद दिया।



## एमएमटीसी कॉलोनी में आरडब्ल्यूए आम चुनाव

त्रिभुवन महतो  
महासचिव (आरडब्ल्यूए)

एमएमटीसी रिहायशी विकास समिति का आम चुनाव दिनांक 15.3.2015 को आरडब्ल्यूए कार्यालय में विधिवत रूप से सम्पन्न हुआ। इस चुनाव में निम्नलिखित उम्मीदवार विजयी घोषित किये गये जो आगामी दो वर्षों के लिए आरडब्ल्यूए का कार्य करेंगे।

अध्यक्ष	:	मोहन सिंह	कार्यकारी सदस्य
उपाध्यक्ष	:	श्यामल बर्मन	1. करम यादव
महासचिव	:	त्रिभुवन महतो	2. मुकेश
संयुक्त सचिव	:	आर पी सिंह	3. राजे सिंह
कार्यालय सचिव	:	रघुवीर सिंह	4. वीरेन्द्र सिंह
संगठन सचिव	:	शंकर यादव	5. विशांबरी बिष्टक
कोषाध्यक्ष	:	निशांत कुमार	6. राजकुमार मीना



# एमएमटीसी कॉलोनी में होली का रंगारंग कार्यक्रम

**त्रिभुवन महतो**

महासचिव (आरडब्ल्यूए)

गत वर्ष की भांति इस वर्ष भी एमएमटीसी कालोनी, नई दिल्ली में रंगों का त्यौहार होली बड़े धूमधाम से मनाई गई। दिनांक 5.3.2015 को सायं 8.00 बजे होलिका दहन का आयोजन किया गया। इस अवसर पर श्री बी.एल. जैन, महाप्रबंधक (वित्त व लेखा) के कर कमलों द्वारा होलिका दहन संपन्न हुआ। होलिका दहन के कार्यक्रम में सभी कॉलोनी वासियों ने बढ़-चढ़कर भाग लिया। ढोल नगाड़ों के साथ कॉलोनी वासियों ने एक दूसरे को चंदन का टीका लगाया और होली की शुभकामनाएं दी। इसके पश्चात् आरडब्ल्यूए ने कॉलोनी वासियों के सभी घरों में मिठाई बांटी।

अगले दिन 6.3.2015 को रंगों का त्यौहार होली कालोनी में बड़े धूमधाम



एवं हर्षोल्लास के साथ मनाई गयी। इस अवसर पर कॉलोनी वासियों ने एक दूसरे को गुलाल और रंग लगाकर होली की शुभकामनाएं दी। आरडब्ल्यूए के सभी सदस्यों ने कॉलोनी के सभी ब्लॉकों में जाकर होली खेली। होली का यह रंगारंग कार्यक्रम दोपहर 2 बजे तक चला।

आरडब्ल्यूए पुनः सभी कालोनीवासियों का होली के इस पावन अवसर पर बड़ी संख्या में बढ़ चढ़कर भाग लेने के लिए हार्दिक धन्यवाद करती है और अपेक्षा करती है कि भविष्य में सभी से ऐसा सहयोग मिलता रहेगा। आरडब्ल्यूए एमएमटीसी प्रबंध तंत्र का भी हार्दिक आभार प्रकट करती है जिसके सहयोग से यह सब हो सका।



# MMTC RWA Holds Badminton Championship

**Nishant Kumar**  
Dy. Manager (F&A)

The Residents' Welfare Association at MMTC Colony, New Delhi recently organized a Badminton Championship in association with PNB MetLife

and The Times of India on 18th and 19th April 2015 at the colony premises. The Championship was inaugurated by Shri Somnath Bharti, MLA – Malviya Nagar. 52 residents of the colony participated in different categories of the

Championship. Apart from the participants, a number of residents gathered to watch the matches and cheer for the participants. The Winners and Runners-Up of each category are as under:-

Category	Position	Participant	Employee Reference
Child	Winner	Rohan Dash	S/o Shri B N Dash
Child	Runner up	Arnav Pant	S/o Shri Harish Pant
Male	Winner	Rahul Rawat	S/o Shri Suresh Rawat
Male	Runner up	B N Dash	GM(F&A)
Female	Winner	Nidhi	D/o Shri V S Meena
Female	Runner up	Indira	W/o Shri V S N Rao

The prizes were distributed by Shri Anand Trivedi, Director (Marketing). Shri Trivedi expressed his appreciation for the event and encouraged RWA officials to organize similar events in the future as well.



# How to Write a Commercial Contract: Standard Clauses

**Madhusudan Jena**  
 Chief Manager (Law)

Broadly, the standard clauses of a commercial contract include Preamble, Parties, Definitions, Offer and Acceptance, Obligations, Conditions, Indemnification and Exoneration, Environmental Responsibilities, Security, Delivery, Insurance, Risk of Loss, Price and Currency Indexes, Force Majeure, Default, Termination and Expiration, Assignment, Options, Intellectual Property Rights, Confidentiality and Non-Compete, Penalties and Liquidated Damages, Delay, Non-waiver Clause, Notice Clause, Publicity Clause, Language Clause, Required Activity, Merger and "Four Corner" Clauses, Governing Law, Dispute Resolution Mechanism and Venue, and Jurisdiction.

A carefully worded **preamble** saves a lot of work for the drafters as it clearly describes the "reason for being" of the contract and that in turn helps with interpretation issues in case of contractual disputes long after the original drafters left for greener pastures. It is required to mention that this

agreement contains the entire agreement between the parties relating to the subject matter and supersedes any previous agreements, arrangements, undertakings or proposals, oral or written.

Each contracting **party** should be clearly named, and its legal status and location described. When dealing with a multinational or a (privatized) government operation, not determining the parties to the contract properly can lead to confusion and all kinds of jurisdictional problems.

Specifically EPC contracts or turnkey project contracts are well served with a concise list of **definitions** to avoid confusion later on.

It never hurts to determine what the **offer** was about and the process of its **acceptance**.

List the **obligations** of each

party to the contract. Indicate what each party is required to do as a result of the contract, and the timeline for it to be done. This clause should, in detail, describe what the parties have agreed upon and include matters such as the transportation costs, packaging, marking, etc.

Always include the precedent and subsequent conditions directly effecting the contractual relationship between the parties.

Limitations on the liability of parties are an issue easily "forgotten" in the heat of the negotiations. Therefore, it is required to mention the terms of **indemnification** and **exoneration**.

Besides listing possible risks it should be determined which party is responsible in case an **environmental issue** arises.



It is common sense to strive for a secured transaction when dealing with national/international parties. Retention of title and the necessary perfection of the **security** interest can be difficult in an international setting and requires sufficient study during the analytical phase.

One finds many contracts in which it is not properly defined what constitutes **delivery** and acceptance of the goods and services. International contracts do not always have the luxury of such a gap-filler and it is advisable to utilize the 'Incoterms' from the International Chamber of Commerce documents.

Parties should carefully determine who carries the responsibility for damage or loss to the goods and is responsible for their **insurance** against **risk of loss**.

Long term contracts, or contracts that deal in foreign currency, need to contain articles that make sure that the economics of the underlying deal remain intact. The liability of taxes, levies, costs, stamp duty are to be clearly defined, as are **price and currency indexes**.

In light of the fact that every legal system has its own definition of what constitutes

**Force Majeure**, or for that matter, impossibility, it is advisable to refer a standard definition.

Besides actually determining when a contractual relationship ends, it is advisable to determine what constitutes **default** and what procedures need to be followed for the **termination** of the contract as a remedy against the default.

**Assignment** implies if the parties are allowed to transfer their rights and duties under the contract to a third party.

Specifically if one of the objectives of the contract is to build a long term relationship, or if a change of type of contract is expected, there should be **options** to facilitate these changes in the contract.

If the subject matter of the contract concerns or contains Patents, Trademarks or the use or licensing thereof, the **Intellectual Property Rights** in question should be fully described in the contract.

For obvious reasons one should always include the clauses of **Confidentiality** and **Non-compete**. Enforceability, of course, differs from jurisdiction to jurisdiction.

Not every legal system in the world views **contractual damages** as positive, (in most



common law systems **penalties** are illegal) and it should be carefully reviewed if such a clause will be enforceable under the governing legal system. It is the writer's preference to include a stipulation in the same article that the delinquent party should pay the costs connected to the collection. In many legal systems that is automatic, but a clearly stated and accepted clause makes it easier to enforce.

The **Delay** or **Non waiver-clause** is very useful for those legal systems where partial use of one's rights leads to waiver of the entire set of rights.

In those cases where the (international) contract partners are located in different countries, or where the communication lines are untrustworthy, it is good practice to determine to whom and where "official"

communications should be directed via the **Notice Clause**.

In order to forego any unexpected **publicity** and the risk of having to deal with unwanted press questions one should reach an agreement on what can and cannot be communicated to the outside world.

It is essential that the contract stipulates which **language** prevails. Translating legal concepts from one language to the other often leads to confusion.

In order to forego (bad faith) non-cooperation from the other party, any type of **required activity** essential to the success of the contract should be written down and

consequences listed for non-compliance by each of the contracting parties. (Most often used in settlement agreements)

**Merger and "Four Corner" clauses;** The introduction of pre-contractual statements or collateral contracts into the relationship should be excluded on forehand. Even though good faith cannot be removed as such in most legal systems, stipulations that limit free-ranging interpretations of the contract, and the underlying relationship, will limit the risk of a "surprise" ruling in a court case or arbitration.

The **Governing law** is one of the more important clauses in an international agreement. The consequences of the choices

made here can be enormous in case of disputes.

Despite best articulation of clauses, disputes cannot be avoided in a commercial transaction due to interpretation of clauses and conflict of interest etc. Therefore, it is required to place a **dispute resolution mechanism** to address future exigencies. In general, institutional arbitration is the most preferred dispute resolution mechanism.

Under CPC, every suit arising out of a breach of contract is instituted in a court within the local limits of whose **jurisdiction** the cause of action arises. However, it is required to define the jurisdiction of courts in case of disputes.

## ये है मां

- मां का प्यार वह ऊर्जा है, जो असम्भव को सम्भव बना सकता है।
- मां दुनिया में सबसे अधिक वेतन पाने वाली व्यक्ति है क्योंकि उसे वेतन प्यार के रूप में मिलता है।
- मां को ठंड लगती है, तो वह बच्चों को स्वेटर पहना देती है।
- मां वह बैंक है जहां हम अपने दुख और तकलीफें जमा करके भूल जाते हैं और बदले में हमें ब्याज सहित खुशियां मिलती हैं।
- सबकी मनपसंद मिठाई के चार टुकड़े हैं, घर में पांच सदस्य हैं और कोई तत्काल यह कहे कि उसे यह मिठाई बिल्कुल पसंद नहीं, तो यह कहने वाली मां ही हो सकती है।
- पहली नजर का प्यार सच्चा होता है। तभी तो हम मां को पहली बार देखते हैं और हमें प्यार हो जाता है।

राजीव कालरा

मुख्य कार्यालय प्रबन्धक, जयपुर क्षेत्रीय कार्यालय

# Women Empowerment & The Road Ahead

**Somdutta Sarkar**  
Dy. Manager (CC)

The origins of the concept of empowerment go back to the civil rights movement in the USA in the 1960s. It has since then been interpreted differently and filled with new meanings and is today used in such different sectors as business, social work, and development discourse. The empowerment of women is located within the dialogue of gender equality and is increasingly being incorporated into the agendas of international development organizations, perhaps more as a means to achieve gender equality than as an end in itself.

At the Social Summit in Copenhagen in 1993 and the International Conference on Population and Development in Cairo 1994, various Governments committed themselves to the empowerment of women. This commitment was formulated into a clear action plan at the Fourth World Conference on Women in Beijing 1995 for the "empowerment and advancement of women, including the right to freedom of thought, conscience, religion and belief ... thereby guaranteeing them the

possibility of realizing their full potential in society and shaping their lives in accordance with their own aspirations."

The status of women, particularly in India, has been subject to many great changes over the past few millennia. In the early Vedic period, women enjoyed equal status with men. The Rigved & Upanishads mention several notable women sages and seers like Gargi & Maitrey. However, the status of women began to deteriorate approximately from 500 B.C., and the situation worsened with invasion by the Mughals and later on by European invaders. Several reformatory movements by Guru Nanak, Raja Ram Mohan Rai, Ishwar Chandra Vidya Sagar, Pandita Ramabai and others did bring some relief, and the Britishers too enacted laws for the abolition of practices such as *sati* and for widow remarriage, etc. that were aimed at improving the condition of women.

The major change however came about only after India's independence. The principle of gender equality has been enshrined in the Indian Constitution in its Preamble, Fundamental Rights,

Fundamental Duties and Directive Principles. The Constitution of India not only grants equality to women (Article 14) and ensure rights of women; e.g. no discrimination by the state [Article 15 (1)], equality of opportunity (Article 16), etc. but also empowers the State to adopt measures of positive discrimination in favour of women. Feminist activism picked up momentum in India during later 1970's, and many groups and NGO's have been lately working for the Empowerment of Women. Within the framework of a democratic polity, our laws, development policies, plans and programmes have aimed at women's advancement in different spheres. India has also ratified various international conventions and human rights instruments, committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) in 1993.

More recently, India has enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, which *is intended to provide protection*



*against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.*

Despite the various measures taken by the State for the empowerment of women in India, the road ahead is paved with challenges. Globalization has presented new challenges for the realization of the goal of women's equality, the gender impact of which has not been evaluated fully. Studies commissioned by the Department of Women & Child Development have evidenced that there is a need for re-framing policies for access to employment and quality of employment. Benefits of the growing global economy have been unevenly distributed leading to wider economic disparities, the feminization of

poverty, increased gender inequality through often deteriorating working conditions and unsafe working environment especially in the informal economy and rural areas. Strategies will need to be redesigned and implemented to enhance the capacity of women and empower them to meet these negative social and economic impacts.

Women constitute nearly half the population of the world and yet have been long overlooked as a vital talent resource. Over the next couple of decades, the impact of women on the global economy – in politics, business, and society – is expected to be at least as critical as that of China's and India's respective billion-plus populations, if not more. The Govt. of India has recognized the potential of the working woman and her role in building organizational excellence. The Companies Act 2013 mandates that the prescribed classes of companies must have at least one woman director on their board. Yet, there is considerable gap between potential and reality. While significant progress has been made towards gender equality at national and corporate levels, there is further need for the government, corporate, and other stakeholders to accelerate their efforts to ensure the holistic

Empowerment of Women in India (and the world) in a sustainable manner.

MMTC as a responsible corporate citizen strives to create a fair workplace and adheres to the principles of non-discrimination and parity in respect of employment and occupation. The Company has adopted practices in accordance with government directives and guidelines to provide a safe and accommodating gender friendly environment for its employees.

MMTC also has a scheme in place for prevention of sexual harassment to working women at the workplace. It has constituted an Internal Complaints Committee (ICC) in line with the guidelines of the Sexual Harassment of Women at Workplace Act 2013, for the redressal of any complaints of sexual harassment.

# Cyber Crime & the Law

**Jitendra Verma**  
Chief Manager (Law)

Cyber crime signifies any crime that involves a computer or computer system either as a target or as a medium. Cyber-crime is a generic term that refers to all criminal activities perpetuated using the medium of computers, internet, cyberspace and the World Wide Web (www). Cyber crime also includes those 'conventional crimes' in which the criminal has found a new way to launch their wrong-doing by way of computer network or facilitated by information technologies; such as theft, fraud, forgery, defamation and mischief, all of which are subject to the Indian Penal Code.

Prime reasons for resorting to cyber crime involve (a) Capacity to store data in comparatively small space, (b)Easy access, (c)Complexity, and (d) Negligence.

**Need of Cyber Law:** Cyber law is a term used to connote the legal issues related to use of communication technology, particularly cyber space or the internet. As the user of cyber space grows increasingly diverse and the range of online

interaction expands, there is expansion in cyber crimes, i.e., breach of online contracts, perpetration of online torts and crimes, etc.

In regulating cyber crimes, main issues encompass two aspects: (a)Loss of evidence - which is a very common and obvious problem as all the data are routinely destroyed. Further, collection of data outside the territorial extent paralyses this system of crime investigation; and (b) Cyber criminals -who comprise of various groups/categories ranging from children to teenagers to professional criminals.

Major cyber-crimes reported in India include denial of services, defacement of web sites, spam,

computer virus and worms, pornography, cyber-squatting, cyber stalking, phishing, among others. Since users of computers and internet are increasing worldwide, it is easy to access any information within a few seconds by using the net which is a medium for huge information and a large base of communication around the world. One of the main concerns regarding the existence and use of data on computers has been the lack of adequate security legislation in the country, though in the year 2000, India enacted Information Technology Act and made its first attempt at trying to define use and misuse of Digital medium in the country.





Cyber crimes can be classified under different categories, viz.- Cyber Crimes against Persons (such as Harassment via E-Mails, Cyber-Stalking, Dissemination of Obscene Material, Defamation, Hacking, Cracking, E-Mail Spoofing, SMS Spoofing, Carding, Cheating & Fraud, Assault by Threat etc.), Crimes against Person's Property (such as Intellectual Property Crimes, Cyber Squatting, Cyber Vandalism, Hacking Computer Systems, Transmitting Virus, Cyber Trespass, Internet Time Thefts, etc.), Cyber Crimes against Government (such as Cyber Terrorism, Cyber Warfare, Distribution of Pirated Software, Possession of Unauthorized Information, etc.), and Crimes against Society at large (such as Child Pornography, Cyber Trafficking, Online Gambling, Financial Crimes, Forgery, etc.).

Such a vast array of cyber crimes, which consistently keeps on multiplying with ever growing technological advancement, causes a serious threat to the legal system all over the world and its attempts to curb the menace of crimes and criminals. Despite there being various treaties, a foolproof way to secure the internet is still in the womb of uncertainty.

Due to these factors a strong need is still felt for the adoption of strict laws by the cyber space



authority to regulate criminal cyber activities and to provide better administration of justice to the victims of cyber crimes. However, mere enactment of stricter laws or entering into treaties etc. cannot suffice; the enforcement part is the real issue and till such time that it can be adequately addressed, only precautionary measures can protect us from the challenges posed by the internet.

#### **Information Technology Act and Indian Penal Code (IPC):**

Some cyber crimes fall under Information Technology Act 2000 (ITA) and some under the ambit of Indian Penal Code (IPC), e.g. a defamatory/threatening message sent through e-mail/SMS is an offence under IPC and also under amended ITA. For example, a person who commits Internet fraud is often prosecuted under the IPC for real-time fraud. Similarly, fraud, theft, destruction of property and child pornography are all covered by the IPC. The Information Technology Act

deals with various cyber-crimes under Sections 43 (penalty for damage to computer, computer system, etc.), 65 (tampering with computer source documents), 66 (computer related offences), 67 (punishment for publishing or transmitting obscene material in electronic form). Identity theft, punishable u/s 66C ITA, is a form of stealing someone's identity in which the perpetrator pretends to be someone else without their permission by assuming the latter's identity, such as their name, identifying number, or credit card number, typically in order to commit fraud or other crimes in that person's name.

Proving cyber crimes in a court of law has always been a challenge due to various reasons, such as (a) Cyber-crimes are not recognized and are therefore not limited by any boundaries. An individual armed with nothing but a PC can target businesses or air traffic controls anywhere in the world without stepping outside their room; (b) Anonymity is a major issue in this area of crime. But law enforcement is confined to state borders and the sovereignty of nations has to be respected. If international co-operation or a mutual legal assistance agreement is not in place, many criminals go unpunished; (c) Law is not

comprehensive to tackle crime or the criminal; (d) There is a dearth of experts handling computer crimes in the world; (e) Emerging issues of privacy and civil liberties have strongly emerged in post-9/11 computers tapping in USA, which may possibly slow down the process of litigation and prosecution of cyber criminals; (f) Collection of evidence and its admission in a court of law for successful prosecution in a cyber crime case is a difficult technical job, which requires huge funds and expertise.

Nevertheless, every cloud has a silver lining and so this challenge can also be met by resorting to the ensuing modus. Just as in the physical world, cyber criminals too leave their electronic fingerprints and footprints at a digital crime scene. Laptops, digital cameras, mobile phones and e-mails provide a mountain of data and evidence that can solve a case.

The best tool to collect evidence of a cyber crime and present it in a court of law to successfully convict a cyber-criminal may envelope - (a) Reporting (b) Investigation (c) Securing Machine and Data (d) Complete & Accurate Imaging (e) Forensic Analysis and drawing a conclusion. The second equally important step is presenting the digital evidence in a court of law as evidence against a suspected

cyber-criminal to successfully convict.

The lack of continuity and completeness of evidence can compromise the legal position. It is also required that the court be satisfied that the evidence has not been modified and is absolutely reliable. It is necessary that legal advice be sought before relying upon logs, files or other electronic data in a court of law. Scientifically, the results of the computer analysis should be able to withstand legal scrutiny. Details of imaging will play a crucial role in establishing the credibility of digital evidence in a cyber crime case.

While collecting electronic evidence it is good to consider- (i) Rules of evidence to support an action against a cyber criminal; (ii) Admissibility of evidence and compliance with any existing standards for the admissibility of evidence; and (iii) Quality of evidence for which a strong evidence trail is necessary.

The changing world of technology presents a challenge for the courts to keep pace with new laws in addressing evidence and other legal issues involved. There are few legal precedents to guide the judges on the conviction or otherwise of cyber criminals. Further, a hot issue on digital evidence is the

right of privacy of the suspect. During evidence collection, every file has to be read by the expert to know which portion is relevant to the crime, and as a result he may unintentionally read or peruse some private files, which should have remained confidential. Privacy and credibility of evidence are thus two thorny issues to be tackled by law enforcement departments all over the world.

Broad steps in prevention & control of cyber crime involve:

- Avoid disclosing any private information pertaining to oneself.
- Always avoid sending any photograph online.
- Always use latest and updated anti-virus software to guard against virus attacks.
- Never send your credit card information to any site that is not secure.
- IT department should pass certain guidelines and notifications for the protection of computer networks and should also issue strict laws to break down criminal activities relating to the cyber space.
- Certain steps should be taken at the international level for prevention of cyber crime.
- Complete justice must be provided to the victims of cyber crimes.

# Musically Yours

**A. Srinivasan**

COM (PROG), RO Chennai



It was a proud evening on 7th April 2015 when Shri D. Kabali, Chief Manager, occupied the podium of Bharathiya Vidhya Bhavan to release a CD of 12 songs penned by him. Shri Kabali learnt music from the Music College over the years during his leisure time. He remained dedicated to learning the art, inspired by his love for Thamizh Isai. Despite his busy official/ personal commitments, he also earned a degree in Thamizh Isai with his passion to learn and the blessing of his Guruji Shri P. Muthukumaraswamy.

Much to the amazement of many, he has penned twelve songs and his Guruji Shri P. Muthukumaraswamy, Thamizhisai Kalabarathi and recipient of Sangeetha Bhushanam, rendered the songs through his soulful voice. The CD was released by Shri J.V.N. Rao, GM, amidst a huge gathering comprising of Shri Kabali's MMTC colleagues and his friends from Music College. The idea behind the conception and release of this CD was to commemorate his guru Shri P. Muthukumaraswamy.

The focal point of the event was the dedication of Shri D. Kabali, who at a senior age has taken the pains to master a dynamic art. The special invitees and guests who spoke on the evening did not fail to mention his ability to multi-task and his passion for music. A special mention is to be made of the fact that he hails from a family with no musical background. Chennai RO is very proud of his achievements, and wishes Shri Kabali all the very best for his future endeavors.

## Kudos



Smt. Surekha Soni, w/o Sh. Anil Soni, Chief Manager, has been honoured with the President Police Medal at a function of the Home Ministry for meritorious services by her in solving various terrorist/criminal cases.

Ms Aparna Krishnamurthy, d/o Smt. Uma Krishnamurthy, Chief Office Manager, Indirect Tax Cell, has secured admission with 100% scholarship in the prestigious Princeton University, New Jersey, USA. She will be pursuing her Masters in Public Affairs from Woodrow Wilson School of Public Affairs, Princeton University. Ms Aparna was offered admission from all eight universities that she applied to, including University of Columbia, Cornell University, Michigan University, Carnegie Mellon University, Chicago University and University of Texas.



Sh. Pratyush Ranjan, s/o Shri P.K. Mallick, Sr. Manager, RO - Bhubaneswar has scored 95.0% in the Class X ICSE Examination 2015.

Ms. Yamini Pant, d/o Sh. S.D. Pant, Sr. O.M., has scored 94.25% (best four) in the Class XII CBSE Examination 2015.



Sh. Neeraj Joshi, s/o Sh. Jagdish Joshi, MTS I, has scored 9.8 CGPA in the Class X CBSE Examination 2015.

Sh. Sonu Barnwal, s/o Sh. Alakh Niranjana, has scored 9.0 CGPA in the Class X CBSE Examination 2015.



***We congratulate the above and wish them the best in their future endeavours!***

# Superannuations at CO



*Shri Rajeev Jaideva, Dir (P) with Shri Prahlad Rai*

<b>Shri Prahlad Rai</b>	<b>Chief Office Manager</b>
Date of Appointment	21/05/1980
Date of Retirement	31/01/2015
Service Rendered	Nearly 35 years



*Shri Anand Trivedi, Dir (Mkt) & Shri Rajeev Jaideva, Dir (P) with Dr. Madan Ray*

<b>Dr. Madan Ray</b>	<b>Additional General Manager</b>
Date of Appointment	30/01/1988
Date of Retirement	31/01/2015
Service Rendered	27 years



*Shri Khushinder Nath, then GM (P), with Shri Inder Sain Gupta*

<b>Shri Inder Sain Gupta</b>	<b>Chief Office Manager</b>
Date of Appointment	07/02/1980
Date of Retirement	28/02/2015
Service Rendered	Over 35 years



Shri V.K. Pandey, then GM (Debt Recovery),  
with Shri Vijay Kumar

<b>Shri Vijay Kumar</b>	<b>Sr. Manager</b>
Date of Appointment	23/08/1985
Date of Retirement	28/02/2015
Service Rendered	Over 29.5 years

<b>Shri Raghubir Singh</b>	<b>Grade III</b>
Date of Appointment	06/03/1979
Date of Retirement	31/03/2015
Service Rendered	Over 36 years



Shri Rajeev Jaideva, Dir (P), with Shri Raghubir Singh

## कोलकाता में सेवानिवृत्ति

काशी नाथ दास  
मु. का. प्रबंधक

श्री कमल कान्ति तपादार, मुख्य कार्यालय प्रबंधक को अर्धवार्षिता आयु प्राप्त होने पर दिनांक 30.01.2015 को एमएमटीसी अनुसूचित जाति एवं जनजाति एसोसिएशन द्वारा सेवानिवृत्ति का आयोजन किया गया था। इसकी अध्यक्षता करते हुए श्री सुरेन्द्र काल्वेजी, अपर महाप्रबंधक, अनुसूचित जाति एवं जनजाति के अध्यक्ष ने श्री कमल कान्ति तपादारजी के कार्यकाल की सर्वपरी सराहना की तथा एसोसिएशन की ओर से मिठाई से, श्री ए. हेम्रमजी, अपर महाप्रबंधक ने गुलदस्ता से, श्री बिन्दुप्रकाश राणाजी, उप सभापति ने स्मृति चिन्ह से एवं श्री एस. बी. सेठी, संपर्कधिकारी, मुख्य प्रबंधक ने चांदी का सिक्का प्रदान कर उनके स्वस्थ, सुखी जीवन की कामना की। श्री तपादारजी अपने कार्यकाल में काफी मिलनसार व्यक्ति रहे तथा कार्यालय के हर एक विभाग से उन्होंने अपना काम पूर्ण निष्ठा के साथ निभाया। अंत में अपने विदाई संबोधन में तपादारजी ने सभी को धन्यवाद कहा एवं प्रसन्न मन से विदाई ली।



श्री सुरेन्द्र काल्वेजी, अपर महाप्रबंधक, अनुसूचित जाति एवं जनजाति के अध्यक्ष, एवं श्री ए. हेम्रमजी, अपर महाप्रबंधक, श्री कमल कान्ति तपादार को गुलदस्ता प्रदान करते हुए।



Shri Sukanta Chandra Dash, AGM, superannuated from RO Bhubaneswar on 28.11.2014.



Shri AVR Murthy, Dy. Manager, superannuated from RO Vizag on 31.12.2014.



Smt. Premavati Shirodkar, MTS III, superannuated from RO Goa on 31.12.2014.



Shri Dilip Kr. Chatterjee, COM, superannuated from RO Kolkata on 28.02.2015.



Smt. Uttara Sen, OM, superannuated from RO Kolkata on 28.02.2015.



Smt. Malati Saha, MTS II, superannuated from RO Kolkata on 28.02.2015.



Shri K Durga Prasad, Chief Manager, and Shri DV Kalidas, COM, superannuated from RO Vizag on 31.05.2015



Shri Subhas Kr. Saha, GM, superannuated from RO Kolkata on 30.04.2015

# Glimpses of Ambedkar Jayanti Celebrations across ROs



RO Kolkata



Corporate Office



RO Bhubaneswar



Delhi Regional Office



RO Bangalore



PSU Gathering, Nagpur

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**Website:** [www.mmtclimited.com](http://www.mmtclimited.com)