

Issue 45, January 2024

BLOG

Balmer Lawrie
Organisational Gazette



Commit to the Nation

Editorial



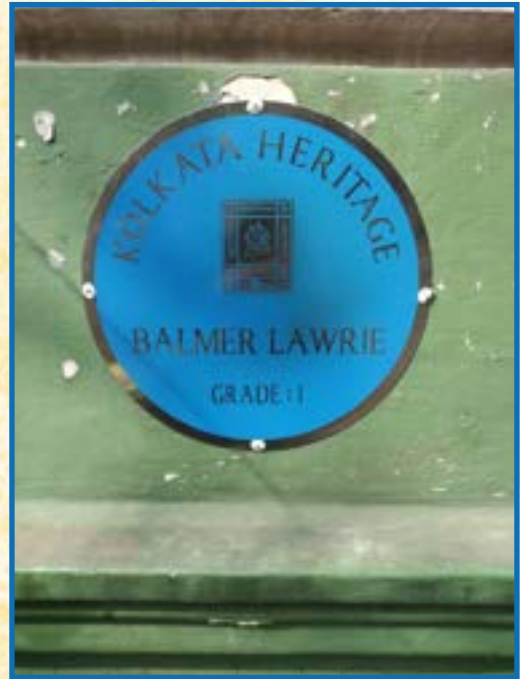
It is always a delight to write the editorial of the January issue of Balmer Lawrie Organisational Gazette [BLOG] because it allows me to share a story with all of you on the theme related to honesty, integrity etc. as the January issue is typically centred on Vigilance. The Vigilance Awareness Week (VAW) was observed from 30th October to 5th November 2023 at all the units and establishments of Balmer Lawrie based on the theme 'Say no to corruption; commit to the nation'. This issue of BLOG features the various events organised during VAW 2023 besides other interesting happenings. Here's a story about a Buddhist monk who once decided to teach his young students a lesson on integrity. Many of you might have read the story but no harm reading it once again. Long ago on the outskirts of a big city in Japan there stood an old temple. Very young boys who wanted to study Buddhism would come to live in the temple and to learn from the master teacher, a Buddhist monk.

One day the Buddhist monk who ran this small temple decided to teach his young students a lesson on integrity. He gathered them around him, and said, "My dear students, as you can see, I am growing old and becoming slow. I can no longer provide for the needs of the temple as I once did. I know I have not yet taught you to work for earning money, and so I can only think of one thing that can keep our school from closing." The students drew close with their eyes wide. "Our nearby city is full of wealthy people with more money in their purses than they could ever need. I want you to go into the city and follow those rich people as they walk through the crowded streets, or when they walk down the deserted alleyways. When no one is looking, and only when no one is looking, you must steal their purses from them. That way we will have enough money to keep our school up and running." "But Master," the boys chorused in disbelief, "you have taught us that it is wrong to take anything that does not belong to us." "Yes, indeed I have," the old monk replied. "It would be wrong to steal if it were not absolutely necessary. And remember, you must not be seen! If anyone can see you, you must not steal! Do you understand?"

The boys looked nervously at each other. They wondered what was wrong with their beloved teacher. Has he gone mad? Is he really asking them to risk their integrity? His eyes shone with intensity such as they had never seen before. "Yes, Master," they said quietly. "Good," he said. "Now go, and remember, you must not be seen!" The boys got up and quietly began to move out of the temple building. The old monk rose slowly and watched them go. When he turned back inside, he saw that one student was still standing quietly in the corner of the room. "Why did you not go with the others?" he asked the boy. "Do you not want to help save our temple?" "I do, Master," said the boy quietly. "But you said that we had to steal without being seen. I know that there is no place on this Earth where I would not be seen, for I would always see myself." "Excellent!" exclaimed the teacher. "That is just the lesson that I hoped my students would learn, but you were the only one to see it. Run and tell your friends to return to the temple before they get us into trouble." The boy ran and got his friends who had nervously gathered just out of the temple, trying to decide what to do. When they returned, the Master told them the words the boy had spoken and they all understood the lesson.

The values of honesty and integrity make us stronger and enhance our self-worth. It is important to be true to ourselves and have a clean conscience. We are answerable first to ourselves. Imbibing these values will help us fight corruption and build trust and strong relationships both in our personal and professional lives. As a true Indian citizen we ought to eradicate corruption and stay committed to the nation. Spencer Johnson rightly said, "Integrity is telling myself the truth. And honesty is telling the truth to other people." If you have any story or personal experience on integrity / honesty, do not hesitate to share with us. I would like to thank Mr. Ashish Kumar Chandra, Associate Vice President [Vigilance] & SA to CVO, and Mr. J K Basu, who superannuated as VP [Vigilance] & SA to CVO on 31st January 2024 for all the guidance and support to publish this issue. Hope you like reading it! Please email your suggestions, feedback and contribution for the 'Talent Unlimited' column to mukhopadhyay.mohar@balmerlawrie.com.

SIGNIFICANT HAPPENINGS @ BALMER LAWRIE



- The Corporate Office Building of Balmer Lawrie at Kolkata was formally recognised as a Heritage Building (Grade I) by the Heritage Commission of West Bengal in the month of January 2024. This is a matter of great pride for all Balmer Lawriens.



- Balmer Lawrie rolled out the red carpet for Mr. Kushagra Mittal, DS (LPG), MoPNG, Govt. of India and Officials of Bharat Petroleum Corporation Limited during their visit to the Industrial Packaging (IP) plant at Asaoti, Haryana on 24th November 2023. The guests went around the shop floor and were happy to learn about the solar power generation initiative of the plant. Around 230KWp is being generated from solar power which is around 30% of electricity consumption of IP - Asaoti. After the shop floor visit, DS (LPG), MoPNG planted a sapling of the 'Rudraksha tree' in the plant premises.



- Vacations – Delhi organised the curtain raiser event of Uttarakhand Global Investors Summit 2023 and similar events in London and pan India in September, October and early November 2023 for the Directorate of Industries, Uttarakhand Government. As part of the series of the events a roadshow was organised in Dubai on 17th October 2023 and in Mumbai at Taj Mahal Palace, Colaba on 06th November 2023.



- Balmer Lawrie was entrusted with the responsibility of handling a special project for the 75th Republic Day Celebrations at Kartavya Path, New Delhi by MoPNG and other Ministries, Government of India. Extraordinary teamwork and round-the-clock coordination by the Travel & Vacations team led to the success of the project covering ticketing, transfers, sightseeing, accommodation etc. for more than 2500 Special Guests.

- Travel, Delhi successfully handled the ticketing requirements of the Indian Shooting Team for participating in the Asian Rifle / Pistol Championship 2024, which was held in Jakarta, Indonesia from 5th to 18th January 2024.



- An MOU was signed between SBU: Greases & Lubricants and Indian Oil Corporation Ltd. (IOCL) on 9th December 2023 at the Corporate Office in Kolkata.

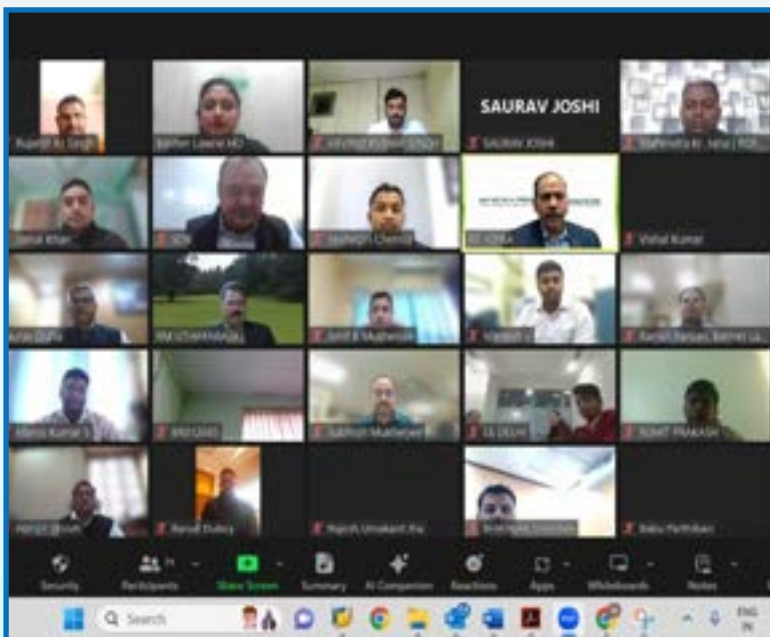
- SBU: Greases & Lubricants participated in Excon 2023 from 12th to 16th December 2023 at BIEC, Bengaluru. A stall was put up to showcase Balmerol brand of lubricants. Confederation of Indian Industry (CII), organised Excon 2023. This International Construction Equipment and Technology Trade Fair was supported by the Indian Construction Equipment Manufacturers Association (ICEMA) as Sector Partner for the event. Excon 2023 is the largest construction equipment exhibition in South Asia with 3,00,000 sq. mts. of exhibition display area, 1300+ exhibitors including 400 from abroad, 10 country pavilions and 60,000+ business visitors.



- 26th November 2023 was observed as Constitution Day across the country to commemorate the adoption of the Constitution of India and to honour the contribution of the founding fathers of the Constitution. On this day, the preamble is read out in all Government Offices, institutions and other establishments. At Balmer Lawrie too the preamble was read out in plants and offices across locations pan India. An online essay, slogan and poster competition for all personnel were organised. An extempore competition was also organised for all personnel of the Eastern Region.



- Movie-let based e-learning modules on ‘Follow-up & Objection Handling’ for SBU: Travel & Vacations was created in partnership with M/s Knowlens Solutions Private Limited. These e-learning modules were integrated with role plays in various real-life scenarios and also has been integrated with a range of interactive technology features on the e-learning platform of Knowlens. This is one of the first initiatives for SBU: Travel & Vacations where a learning intervention has been dove-tailed and created keeping in mind the realities of the SBU and the macro-environment at large to break ahead of the competition. Earlier a similar movie-let learning module was developed for SBU: Logistics Services which was widely appreciated. The e-learning module was launched on 21st December 2024 by Director [Service Businesses] in the presence of Director [HR&CA], COO [Travel], VP [Vacations], VP [HR] – CHRD and Personnel and Branch In-charges of the Vacations Business who were connected across locations.



- A Capability Building Program for developing competencies for Executives in Grade E0 – E1 was rolled out on 9th January 2024. In Balmer Lawrie, this is the first of its kind custom designed program, where the learning journey is designed to help the Executives hone their competencies aligned to the Performance Management System in place. The program comprises of a mix of online and offline delivery modes which will be spread over a period of seven weeks. Balmer Lawrie has partnered with FocusU (<https://focusu.com/>) for the design and delivery of this learning journey. The inaugural session of this learning journey witnessed the Leaders’ Connect session with the Top Management, where C&MD and Functional Directors joined to

encourage the initiative and set the context for the participants. The Leadership highlighted the vision of Balmer Lawrie, its values, key financial metrics, growth plans, opportunities and challenges.

- An early morning beach cleaning drive, 'Jalosh 10' was conducted by Western Region employees in association with Project Mumbai on 20th January 2024 at Mumbai.



Awards



- Balmer Lawrie was recognised with an award for effective implementation of official language and significant contribution in the field of Hindi during the meeting the Town Official Language Implementation Committee (TOLIC) on 31st January 2024. The award was received by Mr. Abhijit Ghosh, Director [HR & CA] and members of the Official Language team from CMD, Hindustan Copper Ltd. and Director [Personnel], Coal India Ltd.

- Balmer Lawrie won the Second Prize in the House Journal (Hindi) category for the April 2023 Foundation Day special issue of Balmer Lawrie Organisational Gazette (BLOG) given away during the International Public Relations Festival 2023 as part of the PRSI National Annual Awards held in New Delhi on 25th November 2023. The festival and the award function was organised by Public Relations Society of India. BLOG is published every quarter in English and Hindi by the Corporate Communications Department.



C&MD's Message – Vigilance Awareness Week



बामर लॉरी एण्ड कं. लिमिटेड
(भारत सरकार का एक उद्यम)

Balmer Lawrie & Co. Ltd.
(A Government of India Enterprise)



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30th October, 2023



MESSAGE

Dear Colleagues,

It is matter of great pride that India is surging ahead as the world's fifth-largest economy and is all set to surpass Japan and Germany to become the world's third-largest economy by 2030. Present-day India is a resilient and aspiring country that is marching into its golden age as the fastest growing economy in the world. For India to accomplish its goal of being a global powerhouse with the size of economy around \$ 35 trillion by 2047, the year it will celebrate 100 years of independence, we have to eradicate corruption from its roots. Eradication of corruption is a cornerstone of Hon'ble Prime Minister Shri Narendra Modi's pro-people approach towards development. Interestingly, during India's G20 presidency, the Anti Corruption Working Group held significant deliberations on combating corruption.

I have always endorsed a multi-pronged approach including preventive, punitive and participative vigilance to fight corruption at the organisation level. As mandated by the Central Vigilance Commission (CVC), this year the Vigilance Awareness Week (VAW) will be observed based on the theme "भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें / Say no to corruption; commit to the Nation". VAW 2023 will be observed across the country from 30th October to 5th November 2023. In keeping with the theme, I believe that the onus to say no to corruption lies on every individual. Each one of us will have to play a role to enhance transparency and champion the fight against corruption. We must proactively learn how to spot weaknesses that could lead to corruption and never hesitate to flag it off. The provisions under Public Interest Disclosure and Protection of Informers (PIDPI) allow individuals to complain and raise concerns. At Balmer Lawrie we have a robust Whistleblower and Fraud Prevention Policy that has helped in creating a culture of preventive vigilance. I acknowledge the efforts of the Vigilance Department to educate all Balmer Lawriens on the PIDPI guidelines and the policies.

Like the previous year, this year too, as directed by the CVC, we actively undertook various activities during the 3-months campaign that started in mid-August, which included awareness building on PIDPI Resolutions, and training programs for building in-house expertise on conducting Department Inquiries, Public Procurement, Ethics and Governance, Systems & Procedures and Cyber hygiene and security as part of capacity building. We have been leveraging technology for systemic improvements and complaints disposal. The online complaints portal that was launched during the Vigilance Awareness Week – 2022 has been a successful platform to handle complaints.

I express my deepest gratitude to our Chief Vigilance Officer (CVO), Mr. Anant Kumar Singh, IPS for guiding the Vigilance Department to implement various initiatives to foster a culture of transparency and good governance in Balmer Lawrie. I also congratulate the Vigilance Department for enabling people to fight corruption not only in the organisation but also in external institutions through outreach programs. As part of VAW 2023 various programs have been organised. I urge all of you to actively participate and do your bit to eradicate corruption. We stand committed to the Nation! Jai Hind!

With warm regards,
Adika Ratna Sekhar
Chairman & Managing Director

CVO's Message – Vigilance Awareness Week

अनन्त कुमार सिंह, आई. सी. एस.
मुख्य सतर्कता अधिकारी
Anant Kumar Singh, I.P.S.
Chief Vigilance Officer

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Message



सत्येन धार्यते पृथ्वी सत्येन तपते रविः।
सत्येन वाति वायुश्च सर्वं सत्ये प्रतिष्ठितम्॥

The earth is supported by the power of truth; it is the power of truth that makes the sun shine and the winds blow; indeed, all things rest upon truth.

- Chanakya Neeti

Our country's cultural heritage is deeply intertwined with truth. All our scriptures and ancient wisdom talk of truth as the pillar on which our society rests. Truth has been the guiding force which has shown us the right path since time immemorial. However, with the passage of time, the version of truth started to change as falsehood, dishonesty and corruption crept into our lives.

To combat the menace of corruption, Central Vigilance commission was set up in 1964. Under the aegis of CVC, every year we observe Vigilance awareness week in the birth month of Sardar Vallabh Bhai Patel to commemorate his qualities of honesty, integrity and simplicity. Observance of Vigilance Awareness Week is an initiative to promote transparency, accountability, fairness, and probity in the society as well as within the organization.

This year the Vigilance Awareness Week is being observed from 30th October to 5th November 2023 with the theme "**Say no to corruption; commit to the nation.**"

We are a young nation with a rapidly growing economy, incredible technological advancements and a future that holds immense promise and possibilities. To turn our dreams into reality, we must ensure that the horizon of our nation's progress is not marred by the dark clouds of corruption. This is where the role of Vigilance as an effective managerial tool becomes more pronounced.

At Balmer Lawrie we always endeavour to maintain the highest standards of ethics and corporate governance in our business dealings. Several activities have been planned during the week to create awareness amongst the employees and stakeholders. A three-month campaign period starting from 16.08.2023 is currently running during which six preventive vigilance measures have been taken up as focus areas for spreading awareness. PIDPI (Public interest disclosure and protection of informers) resolution is one such focus area on which various activities are being conducted in the organization during this period. However, the spirit of vigilance is not confined to a week or a month, it is timeless.

I urge all of you, not only to actively participate in all the activities being conducted during the week but also to be our ambassadors in promoting integrity, transparency and accountability. These principles are the foundation of a just and prosperous nation. Together, we can work towards a brighter future for ourselves and future generation. This will be our tribute to our beloved nation.

Jai Hind

बामर लॉरी एण्ड कं. लिमिटेड
(भारत सरकार का एक उद्यम)



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SINCE 1867

CVC's Message – Vigilance Awareness Week



केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
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सं./No. 023/VGL/035
दिनांक / Dated 25.10.2023

MESSAGE

Vigilance Awareness Week (30th October to 5th November, 2023)

Central Vigilance Commission is observing Vigilance Awareness Week, 2023 from the 30th October to the 5th November, 2023. Every year, Vigilance Awareness Week is observed as an outreach measure to create greater awareness about the importance of integrity and ethics in public life. The theme for this year is :

**"Say no to corruption; commit to the Nation,
भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें"**

As a prelude to Vigilance Awareness Week 2023, the Commission has sought the participation of all Central Government authorities/organisations to undertake a three-month campaign (16th August to 15th November) on preventive vigilance activities as focus areas. As a means of eliciting public participation while also disseminating information on vigilance matters, the Commission has launched a quiz on vigilance matters.

The Commission is also issuing three publications : (i) Best Practices in Vigilance Administration, (ii) Increasing transparency through the use of technology, and (iii) Public Procurement: Challenges and Way Forward . The idea behind these is to disseminate information regarding effective and innovative initiatives undertaken by different organizations to serve as a point of reference and a way forward.

The Commission solicits the participation of all the citizens to come together in bringing about transparency and accountability in public administration.


(Arvinda Kumar)
Vigilance Commissioner


(Praveen K. Srivastava)
Central Vigilance Commissioner

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



WHAT IS PIDPI?

- PIDPI is a resolution of Government of India
- Identity of the complainant is kept confidential for all complaints lodged under it

HOW IS PIDPI COMPLAINT FILED?

- The Complaint should be addressed to Secretary, CVC and the envelope should be superscribed as "PIDPI"
- Name and Address of the complainant should **NOT** be mentioned on the envelope but in the letter inside in a closed cover

GUIDELINES TO ENSURE IDENTITY OF COMPLAINANT REMAINS CONFIDENTIAL

- Complaints that are personally related to the complainant or addressed to other authorities may lead to disclosure of identity.
- Complaints should not be sent in open condition or on public portal
- Documents that reveal identity should not be enclosed or mentioned in the complaint. Eg: documents received under RTI
- Name and Address should be mentioned on the letter inside the envelope for confirmation purposes.
- Complaints where confirmation is not received are closed.
- Anonymous / pseudonymous letters are not entertained

VIGILANCE AWARENESS WEEK 2023

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

Tête-à-tête with Mr. Ashish Kumar Chandra, Associate Vice President [Vigilance] & SA to CVO



1. You will be shouldering the responsibility of heading the Vigilance function from 1st February 2024. What is your vision for the function?

To be the benchmark in ethical governance, the Vigilance Department envisions a future where our organisation will continue to operate with unwavering integrity and transparency. We aspire to foster a culture where vigilance is not merely a function, but a shared commitment embraced by every member. Our vision is to stand as a trusted guardian against corruption, promoting a workplace characterised by fairness, accountability, and the highest ethical standards. Through innovation, collaboration and continuous improvement, we aim to safeguard the reputation of our organisation, earning the confidence of stakeholders and contributing to a world where ethical conduct prevails.

2. A two-pronged approach towards Vigilance that is preventive and punitive helps to irradicate corruption. Your thoughts on this.

A two-pronged approach incorporating both preventive and punitive measures is widely considered an effective strategy to combat corruption. Each prong plays a crucial role in addressing corruption from different angles, creating a more comprehensive and sustainable framework.

Combating corruption requires a multifaceted approach, and employing both preventive and punitive measures can indeed be effective. Preventive measures focus on creating systems and frameworks that deter corrupt practices from occurring in the first place. This can include promoting transparency, implementing robust accountability mechanisms, and fostering a culture of integrity within institutions. By establishing clear guidelines, enforcing strict codes of conduct, and providing adequate training for officials, organisations can reduce the opportunities for corruption to take root.

However, preventive measures alone may not suffice, which is where punitive measures play a crucial role. Punitive actions such as legal prosecution, disciplinary actions, and imposing severe penalties send a strong message that corruption will not be tolerated and serve as a deterrent for potential wrongdoers. By holding individuals accountable for their actions and ensuring swift and impartial justice, societies can demonstrate their commitment to upholding the rule of law and deterring corrupt behaviour.

Ultimately, a balanced approach is required in which both preventive and punitive measures are effectively used in combating corruption and fostering a culture of integrity and accountability.

3. How do you plan to collaborate with the Leadership and other SBUs / Functions to enhance transparency in systems / processes?

Collaborating with the Leadership and other Strategic Business Units (SBUs) or Functions to enhance transparency in systems and processes involves a strategic and communicative approach. To enhance transparency in systems and processes, collaboration with Leadership and SBUs / Functions is vital. First and foremost, I would initiate open dialogue with key stakeholders, including the Top Management and Department Heads, to emphasise the importance of transparency and its positive impact on organisational integrity and performance.

Furthermore, I would propose systematic cross-functional meetings and workshops to identify areas where transparency can be improved and to brainstorm solutions collaboratively.

Additionally, I would support the implementation of technology-driven solutions, such as robust data management systems and digital platforms, to streamline processes and increase visibility into operations.

Overall, by collaborating with the Leadership and other SBUs / Functions, we can leverage collective expertise and resources to drive meaningful change and establish a culture of transparency that promotes trust, efficiency and integrity throughout the organisation.

4. How do you think technology can be leveraged to create a culture of transparency and accountability in the organisation?

Technology plays a pivotal role in fostering a culture of transparency and accountability within an organisation. One way to leverage technology is through the implementation of digital platforms and tools that facilitate easy access to information and enhance visibility into organisational processes. For instance, deploying robust data / document management systems can enable the organisation to centralise and organise data, making it readily available for stakeholders to review and analyse. Moreover, technology can be utilized to automate compliance monitoring and reporting processes, reducing the likelihood of human error and ensuring adherence to regulatory requirements and internal policies. Furthermore, leveraging technology to establish whistleblowing mechanisms and anonymous reporting channels can encourage employees to speak up about unethical behaviour or misconduct without fear of reprisal.

In summary, technology can be a powerful enabler of transparency and accountability within an organisation by facilitating access to information, automating compliance processes, and empowering stakeholders to report misconduct.

5. Your message for the members of the Vigilance team and the Balmer Lawrie family.

I want to express my appreciation for the crucial role that each of you play in upholding the values of integrity, transparency and accountability within Balmer Lawrie. As members of the Vigilance team, your commitment to fostering a culture of ethical conduct and vigilance is integral to the success and reputation of our organisation.

Vigilance is not just about addressing issues when they arise; it's about preventing them in the first place. Your role as partners in prevention is crucial in creating a proactive and resilient organisational environment.

Foster a culture where every member of the Balmer Lawrie family feels comfortable speaking up about concerns or suspicions. Your efforts in promoting a speak-up culture will empower individuals at all levels to contribute to our efforts of collective vigilance.

Remember that you are part of a larger Balmer Lawrie family. Your work contributes not only to the success of the Vigilance function but to the overall health and reputation of our organisation. Together, we can build a resilient and trustworthy family.

Lastly, I want to express my sincere gratitude for your commitment to upholding ethical standards and ensuring that compliance is instrumental in safeguarding our organisation's future.

Let's always strive for Balmer Lawrie to stand as a beacon of integrity in the business world.

Tête-à-tête with Mr. Jayanta Kumar Basu



Mr. Jayanta Kumar Basu (R) with Mr. Anant Kumar Singh (IPS), CVO, Balmer Lawrie

1. You have been heading the Vigilance function as VP [Vigilance] & SA to CVO and will be superannuating on 31st January 2024. Tell us about your experience and stint at Vigilance.

There are many people in our company who tell with heavy hearts that Vigilance is doing good and wrong doers are being booked for their offences, but the bottom line of the story remains that “nobody likes it”. Mostly Vigilance people will be avoided as far as possible by everybody. As soon as one joins the Vigilance Department, he / she is no longer treated as a colleague, rather it is believed that he / she is there to put other colleagues in trouble. I joined the Vigilance Department with this perception in mind.

My understanding has been that the Vigilance job is not merely doing policing on the activities of people in the organisation or spreading fear among the employees. In that case even a security guard could have been able to take up these jobs. However, it requires knowledge in human psychology and

behaviour, it requires knowledge of human values, knowledge and awareness regarding perceptions of threats and cautions with potential dangers associated with a public servant. That is why this Department always needed guidance from top Civil Servants. It was our endeavour under the able guidance of CVO, Mr Anant Kumar Singh (IPS) to reverse the image of Vigilance Department and increase programs on spreading awareness to prevent corruption in the organisation.

“To protect honest people and educate the corrupt” is the main motto of the Vigilance Department.

2. What according to you are the strengths of Balmer Lawrie that need to be nurtured to uphold its position as an organisation of immense repute?

Generally, there are two types of people found:

- a) People who know very well what is good and what is bad, but they cannot stop doing bad things as they have no control over themselves. They are easily getting tempted.
- b) The other group of people are confused between good and bad. They mostly commit wrong and do bad things out of ignorance or carelessness or work pressure. Proper guidance, training and awareness programs etc. can do wonders to these people.

In my opinion, the second type of people are in majority in Balmer Lawrie, and the Company needs to guide and nurture them properly. The strength of an organisation is derived from the integrity of the employees and the duty of young employees is to challenge corruption.

It should be remembered that “Making profit is nice but not at the cost of losing your integrity in the process”. Balmer Lawrie has been doing “Business through Ethics” and all of us should endeavour to maintain the same.

3. Mention the challenges you faced while driving Vigilance best practices in the Company.

Behind every corrupt man, there is a greedy mind. Everyone should be watchful on his own mind and try to control his own greed as much as possible.

Nowadays people know the price of everything and value of nothing. When a person grows beyond 20 years, no new value or moral can be taught to him / her. He / she can only be made aware of what is good and what is bad, reminded of what is ethical and what is unethical etc. It is like a shopping mall; Vigilance has to showcase all the options of good and bad, ethical and unethical practices before the employees. It is the nature of the person which will force him / her to choose the path to follow.

Initially we faced challenges to conduct preventive activities to spread awareness with low attendance in various programs. But with able guidance of CVO, we started conducting workshops with small group of employees throughout the year and we started receiving good response to the initiative. Now there are more than 24-26 workshops that are being conducted throughout the year.

4. The Public Interest Disclosure & Protection of Informers (PIDPI) resolution facilitates whistle blowing while protecting the identity of complainants / informers. Do you think the guidelines are being followed in letter and spirit and this resolution is significantly helping in arresting corruption?

Undoubtedly PIDPI is a very good initiative taken by CVC. This will help to curb corrupt practices, misuse of power, favouritism etc. only because this process guarantees the protection of informer or protection of the identity of the complainant.

5. Your message for the members of the Vigilance team and the Balmer Lawrie family.

- a) Corruption (b) Bribery (c) Offering materialistic gifts (d) Favors (e) Personal gain (f) Insincerity (g) Dishonesty (h) Mistrust (i) Sexual favours – these are main components of wrongdoing which boil down to two things - lack of integrity and lack of honesty.

It is equally applicable to all the personnel in Balmer Lawrie and to all members in the Vigilance Department as well. Judge yourself before you are judged!



VIGILANCE TEAM SPEAKS



Arumoy Khan
*Chief Manager [Vigilance],
 Kolkata*

Vigilance awareness holds paramount importance in fostering integrity, transparency, and accountability within the framework of governance, particularly in a nation as diverse and dynamic as India. It serves as a cornerstone in combating corruption and ensuring the effective functioning of institutions across various sectors.

In India, Vigilance Awareness Week is observed annually to promote vigilance awareness amongst citizens and highlight the significance of integrity in public life. This observance encourages individuals to uphold ethical standards, report instances of corruption, and actively participate in building a corruption-free society.

Effective vigilance mechanisms involve preventive measures such as robust policies, regular audits, and training programs to equip stakeholders with the knowledge and skills necessary to identify and address corrupt practices. Additionally, punitive actions against offenders serve as a deterrent, reinforcing the message that corruption will not be tolerated.

Moreover, leveraging technology plays a pivotal role in enhancing vigilance efforts. Digital platforms facilitate the reporting of corruption anonymously, ensuring the safety of whistleblowers and expediting the investigation process.

By promoting vigilance awareness, India aims to create a culture of integrity and accountability that transcends geographical boundaries and empowers every citizen to contribute towards the nation’s progress. It is through collective efforts and unwavering commitment to ethical values that India can realise its vision of a corruption-free society and achieve sustainable development.



Bijju Sam

*Chief Manager [Vigilance],
Mumbai*

To be vigilant is one of the positive characteristics required both at the professional as well as the personal front. On the professional front, it enables one to perform his / her duties with greater transparency, honesty /sincerity, dedication etc. At the same time imbibing the right practices that the organisation requires the employees to follow to achieve its mission and vision is equally important. Being vigilant enhances the efficiency, effectiveness and responsibility of employees at various levels especially the managerial category.

Preventive vigilance act as a very important tool in the organisation. Firstly, it identifies the deviation in the work practices followed by the employees with respect to the rules, regulations and policies set by the organisation including the disciplinary rules. Secondly, it enables identification of the sensitive and corruption prone areas of the organisation where day-to-day interactions are carried out by the employees with external persons, agencies, companies, vendors, customers etc. Thirdly, it helps to improve the systems and procedures by giving suggestions on the systemic improvement needed to be carried out on the deviations observed, identification of different areas susceptible to corruption and alert the Management of such activities to take preventive measures.

In the current fast changing business world where there are drastic changes in the way the work is done with respect to the various rules and regulations and the rapid technological developments, it is very important for organisations to implement preventive vigilance. Evolving the rules and regulations along with adoption of various technological tools to identify deviations for systemic improvements in the systems and processes and take appropriate actions will help in preventive vigilance. If immediate and adequate actions are taken promptly, then punitive vigilance will not be needed at all. Though preventive vigilance will not show tangible benefits instantly, in the long run the organisation will definitely benefit from the proactive actions taken in time.

Preventive vigilance includes various activities such as regular inspections, surprise inspections, scrutiny, surveillance, system studies, vigilance awareness week activities, training and workshops, outreach programmes etc. Awareness activities and training programs help to educate the employees / citizens to know the dos and the don'ts while carrying out their daily job activities along with the statutory regulations needed to be followed.

Similarly, preventive vigilance is very important on the personal front also requiring one to manoeuvre the complexities of the day-to-day activities by being very vigilant to handle various situations from time to time and not fall in the trap of corrupt practices and people.

Like the saying, charity begins at home, so also preventive vigilance begins with oneself. This is reflected in the way one carries out his / her daily job activities and the positivity that one exudes.



PREVENTIVE VIGILANCE - NEED OF THE HOUR

We should remain ever vigilant against the faults and errors and avert all deviations guided by improper motives. The system of preventive vigilance in Balmer Lawrie needs to be strengthened to avoid any untoward incident and also for detecting such deviations in time so that corrective actions can be taken. Some of the salient points of preventive vigilance are enumerated below in brief:

Dos:

1. Remember, each one of us as a public servant is dealing with public money. Hence, greater accountability and bigger responsibility need to be exercised.
2. Always keep a good and clean conscience. Take a decision about what is right and stick to it. Record your reason for a particular advice or decision in the file as logically and as clearly as possible.



Abhishek Tiwari

*Chief Manager [Vigilance],
Delhi*

3. Study existing systems & procedures of the organization and advise the Management to eliminate scope for malpractices.
4. Discharge your duty sincerely, honestly and faithfully at all times.
5. Always demonstrate a sense of fair play and impartiality in disposing of official matters.
6. Maintain absolute integrity and devotion to duty.
7. Follow rules & regulations and systems & procedures meticulously.
8. Attend the public grievances if any, immediately.
9. Avoid seeking and receiving cash donations, sponsorships and advertisements from Balmer Lawrie vendors.
10. Complete the assigned job promptly. Don't delay disposing of files by applying delay tactics.
11. Confirm oral instructions given to subordinates in writing.
12. Get all oral instructions / decisions of the higher ups in writing and get them confirmed.
13. Record your every decision on paper with reasons.
14. Sign nothing without reading and understanding.
15. Always put the date while putting your signature / initials. It may save you sometimes, from some possible future embarrassments.
16. Monitor each and every aspect of the functional area to ensure avoidance of delay and accomplishment of the job in a time-bound schedule.
17. Do intensive monitoring of delays and disposal of files.
18. Always be watchful to avoid malpractices.
19. Manage private affairs in such a way as to avoid habitual indebtedness or insolvency.
20. Publicise the rules and procedures, as widely as possible in simple words.
21. Remember always that corruption starts in a small way. Check the same at the initial stage itself.
22. Keep a quiet watch over the style of living, types of visitors etc. of the employees posted at sensitive posts; it will help detection of corruption at an early stage.
23. Ensure the integrity and devotion to duty of persons under your control and authority.
24. Report the full facts of the case to Departmental Superiors if convicted by Court of Law or arrested by Police in criminal case.
25. Do obtain previous sanction of competent authority in case you enter into any transaction in movable / immovable property either in your name or in name of any member of your family.
26. Read Balmer Lawrie Employee's rules and regulation thoroughly.

Don'ts:

1. Do not indulge in acts or conduct yourself in a manner unbecoming of a public sector employee.
2. Do not take or give bribes.

3. Do not solicit, seek or accept any gift or valuables from anyone.
4. Do not engage in any commercial proposition while being in the service of Balmer Lawrie.
5. Do not make any attempt to short-circuit the prescribed procedure; for it may give rise to suspicion against you and may result in unpleasant consequences.
6. Do not forget to report any irregularities / deviations you come across to the higher authorities, least you are suspected of being party to it.
7. Do not accept lavish or frequent hospitality from any individual, industrial or commercial firms, organisations etc., having official dealings with you.
8. Do not approach your subordinates for standing surety for loans taken from private sources either by you or your relations / friends.
9. Do not undertake private consultancy work.
10. Do not use your official position or influence directly or indirectly to secure employment for any member of your family in any company or firm.
11. Do not route the savings and funds of your relatives and others through your account.
12. Do not be under any obligation to anyone, particularly those with whom you have official dealings.
13. Do not indulge in any dishonest or improper act even in your private life, for it would bring discredit to your service.
14. Do not make any false bills or make any attempt to falsify any record / account.
15. Do not cultivate personal friendships with Balmer Lawrie contractors, suppliers etc.
16. Do not handle but pass on to your higher authorities files concerning matters in which you and your relatives have interest, for your decision (if any) in such matters might not be dispassionate or objective.
17. Do not get influenced by personal prejudices while disposing of files.
18. Do not relax while you are on invigilation or supervision duties.
19. Do not show any favoritism or commit any irregularity in inviting tenders and awarding contracts.
20. Do not misuse the Office amenities or any other property of Balmer Lawrie in your care.
21. Do not fail to seek prior permission for acquisition or disposal of immovable property of any amount above the prescribed limit.
22. Do not speculate in any online gambling, quick return investment etc.
23. Do not place undue reliance on your subordinates and colleagues.
24. Do not communicate directly or indirectly any official document or any part thereof or information to any person to whom he is not authorised to communicate such document or information.
25. Do not engage directly or indirectly in any trade or business or undertake any other employment without previous sanction of the Board.

Courtesy: Vigilance Department, Balmer Lawrie & Co. Ltd.



A Dhanasekaran

*Manager [Vigilance-SR],
Chennai*

Preventive Vigilance is adoption of a package of measures to improve systems and procedures to eliminate corruption, promote transparency and ease of doing business. It is a tool of management and good governance and therefore, it is the duty of the Management to ensure preventive vigilance; rather it can be said that it is the duty of every employee.

Major initiatives taken by the organisation as preventive measures include E-procurements, E-payments, Integrity Pact, use of websites for dissemination of information and creating awareness, installation of cameras and CCTV in places of public dealing and sensitive areas which help in strengthening the system of our preventive vigilance.

The Vigilance Manual states that the role of Vigilance Officer is predominantly preventive in nature. Some of the preventive measures carried out by the Vigilance Department are surprise inspection of the sensitive areas, and routine inspections and scrutiny files to find any deviation of procedure. If any deviation occurs due to complexity in the procedure, suggesting the simplification of procedures is needed.

If any leakage is observed, taking prompt action to arrest the same and promote fair practices is important. Apart from the inspections, we also used to do system studies in various units of the organisation to find out scope for further improvement in the existing system and suggest the same to the Division concerned to implement. Further the Vigilance wing is conducting training workshops on Vigilance in various units / branches of the organisation, along with sharing information on best practices, which is found to be an effective awareness generation method for more effective preventive vigilance. As per directives of CVC, every year we conduct Vigilance Awareness Week on that year's special theme with various in-house and outreach activities to create awareness among the employees as well as public. As one of the most important tools, we conduct the exclusive 'Vendors Meet' during Vigilance Awareness Week every year to interact and share ideas on mutual business betterment with the Vendors and create awareness as well.

For Vigilance Department, finding out the bottlenecks is one of the major steps in the process of preventive vigilance and to achieve this effectively, wholehearted involvement of all employees who have expertise in particular fields is essential.



PN Hari Narayanan

Manager [Vigilance], Kolkata

Vigilance Awareness is very much required in our country and the Central Vigilance Commission is striving hard to achieve its objective. India has gone down in the Corruption Perceptions Index (2023) by Transparency International and is now at 93 out of 180 countries. This indicates that we are sliding down in the race for better transparency.

Corruption can be defined as dishonest or unethical behaviour of individuals in positions of authority, undertaken to benefit themselves or others. It is a global issue that impacts various segments of society. Corruption erodes political development, democracy, economic progress, the environment, public health and much more. Thus, it is essential to sensitise and motivate the employees / public to work together in eradicating corruption. Balmer Lawrie Vigilance Department conducted street play, walkathon and various competitions in different schools and colleges across four regions to spread awareness on Vigilance. The Vigilance Commission is particularly emphasising on lodging complaint against corruption

through PIDPI (where complainant's particulars are kept confidential by the Commission) so that corruption activities are uncovered / solved and no complainant is victimised.

In Balmer Lawrie, an independent Vigilance Department was first set up in the year 2006 and since then we have been actively conducting preventive vigilance activities under the guidance of CVO, like periodic inspection, scrutiny and various workshops / meets through which we are able to maintain high levels of transparency in the Company.



Sagarika Basu

Executive [Vigilance], Kolkata

Conducting Vigilance Awareness Week was an enlightening experience filled with proactive engagement and insightful discussions and also a transformative experience. From meticulous planning to enthusiastic participation and converged execution, each step involved a concerted effort to promote integrity and transparency. Our team organised various competitions like essay writing, slogan, quiz, drawing, extempore speech etc. We conducted various activities including interactive sessions with Vendors, Human Chain, Walkathon and Street Plays during this awareness week across India. All the programs were intended at fostering a culture of ethical behaviour.

As advised by our Chief Vigilance Officer, Mr. Anant Kumar Singh (IPS), we meticulously crafted a series of workshops, seminars, and interactive sessions throughout the year aimed at educating participants (employees, stakeholders, vendors) about the importance of vigilance and ethical conduct. These activities enabled thought-provoking discussions and empowered individuals to recognise their role in upholding transparency and accountability in their daily official work.

As the week progressed, it became evident that our collective efforts were making a tangible impact, as participants expressed newfound awareness and commitment to promoting ethical behaviour. The experience underscored the significance of continuous vigilance in safeguarding against corruption and reinforced our dedication to encouraging a culture of integrity in both personal and professional endeavours.

The chosen theme by CVC “Say No to Corruption; Commit to the Nation” provided a focal point for meaningful conversations. Each aspect was carefully coordinated to spark significant discussions and inspire ethical action. The week served as a powerful catalyst for raising awareness about the detrimental effects of corruption and the importance of upholding transparency in our life. The collaborative effort of the team, coupled with the enthusiastic engagement of participants, reinforced the significance of vigilance in fostering a culture of honesty and trustworthiness. As we reflected on the week’s achievements during the closing ceremony, it became evident that our collective commitment to promoting ethical behaviour had laid the groundwork for a more conscientious and accountable community.

Vigilance Awareness Week is not a one-time event but part of an ongoing commitment to promoting ethical behaviour and preventing corruption. We ensure that the momentum generated during the week is sustained throughout the year through continuous communication, strengthening of policies, and periodic training sessions.

Overall, conducting Vigilance Awareness Week helps to promote a culture of honesty, clarity, and answerability, which are essential for the sustainable development of society. It requires collaboration, creativity, and dedication to make a meaningful impact in adopting fair conduct.

We ensured that the week’s impact extended beyond its duration, leaving a lasting impression on individuals and the organisation as a whole.



VIGILANCE AWARENESS WEEK @ BALMER LAWRIE

As per the directive of the Central Vigilance Commission (CVC), VAW is observed every year end of October and early November. The CVC has the mandate under the Central Vigilance Commission Act, 2003 to fight corruption and to ensure integrity in public administration. It is entrusted with the responsibility of monitoring all vigilance activities under the Central Government and has been advising various authorities in the Central Government and organisations under it, for planning, executing and reviewing Vigilance activities in order to bring about systemic improvements in governance. The CVC also endeavours to create awareness amongst citizens of the country, especially the youth, towards combating corruption, and exercising transparency, accountability and good governance through various outreach activities.

Vigilance Awareness Week (VAW) was observed from 30th October to 5th November 2023 on the theme “Say no to corruption; commit to the nation” at all the units and establishments of Balmer Lawrie. The observance of the week commenced with employees taking the Integrity pledge. A host of internal competitions like quiz, drawing (for employees and employees’ children), essay and slogan writing were organised for employees throughout the week to highlight the importance of integrity and iniquities of corruption. A Walkathon was organised on 5th November at Kolkata. The walkathon was led by the Directors of the Company. Employees participated in large numbers. Similar walkathons were organised in all the four regions. Street plays on the theme were organised in the Eastern and Northern Regions. In the Southern region a Human Chain was made by employees to spread awareness.

Interactive session for vendors, customers and contractors of Balmer Lawrie were organised. Eleven Vendors’ Meets were arranged across India in which clarification was given to the vendors on their queries, present issues were discussed and their suggestions were noted. Outreach programs including essay, elocution, extempore and drawing competitions were conducted in schools and colleges across all the regions pan India to make the youth more cautious and vigilant.

Pre-cursor to VAW 2023

Balmer Lawrie successfully executed various activities as part of the three-month campaign (16th August – 15th November 2023) on Preventive Vigilance cum internal housekeeping activities as mandated by CVC. Various activities were undertaken during the campaign period as a precursor to VAW 2023. Besides, enhancing awareness on Public Interest Disclosure and Protection of Informers (PIDPI) Resolution through workshops and appropriate branding, capacity building programs in the various areas mandated by CVC were organised. Various circulars and manuals that were updated during the campaign period were shared with all Balmer Lawriens.

The online complaint portal that was launched during VAW 2022 is running successfully and systematically without any error.

PIDPI Workshops

In the four regions pan India, a total number of 17 talks / workshops (Northern Region: 4; Eastern Region: 3; Western Region: 8; Southern Region: 2) on provisions of PIDPI resolution were organised for wider dissemination of the salient features of the scheme including focus on the methodology for filing complaints under PIDPI and the common things that need to be avoided by the complainants.

Training programs

Various training session on the topics Procurement, Ethics and Governance, Systems and Procedures of the organisation, Cyber hygiene and security and IO/ PO were conducted.

Procurement – 111 personnel underwent virtual training on purchase procedures and Government e-marketplace (GeM) through synchronous mode wherein Subject Matter Experts of Accounts and Finance as well as GeM were Trainers. Further, a customised SCORM based online learning module on Balmer Lawrie’s Purchase Manual provisions and procedures was hosted on the Learning Management System (LMS) and 133 employees took the the e-learning course on Purchase Manual during the campaign period. Online content on GeM for a SCORM based e-learning module was formulated. Upon development, the same shall be hosted on our LMS and administered to all personnel who handle the procurement process in the Company.

Ethics & Governance – Our Company invited Dr. M V Rao, Chairman, West Bengal Electricity Regulatory Commission for a lecture on Ethics and Governance, PIDPI resolution and Preventive Vigilance on 1st November 2023. There were

over 50 participants in the session. Six personnel were nominated for a training program on ‘Ethics in Governance: Shaping Tomorrow’s Transformation’ by Life Transformation Academy at New Delhi on 20th September 2023. The program covered topics like Understanding the Origin & Evolution of Concepts of Ethics and Governance, Approaches to Ethical Decision Making, the Integral Role of Vigilance in Ethics & Good Governance and Shaping tomorrow’s future through Ethical Governance.

Systems and Procedures of the Organisation – An awareness program on Performance Management System was organised for personnel in the Northern Region to create awareness on goal setting, mid and annual year review in e-sakshyam (ESS). A virtual refresher training was also provided to personnel who handle matters related to Goods & Service Tax (GST) by Bengal Chambers of Commerce & Industry covering GST issues, GST tribunals, all new circulars, notifications, and rules and provisions under GST on 25th August 2023. A training on conducting inquiry on complaints related to Sexual Harassment of Women at Workplace was held for Presiding Officers of all Internal Committees on 4th September 2023. The course broadly covered the role and function of IC related to examination of complaint and steps to conduct inquiry etc.

Cyber Hygiene & Security – Two online training sessions on Cyber Hygiene & Security were conducted by Chief Information Officer and a Subject Matter Expert on 27th September and 18th October 2023 in which over 370 personnel across locations participated. A Cyber Security Awareness Week was also conducted by the Corporate IT Function from 9th to 13th October 2023 with various events and activities planned during the week. There were various Awareness Sessions on topics like Operation Technology Security Awareness, Wireless LAN Security Risks and Solutions, Securing your Mobile and Application Data and Best Practices etc. by external Subject Matter Experts. Various contests like quiz, slogan, essay etc. were conducted on the theme during the Cyber Security week.

IO / PO training – A two-day Train-the-Trainers workshop was conducted on Inquiry Officer / Presenting Officer at Head Office where 24 Senior Executives from various regions were trained. The overview of the Vigilance / Disciplinary proceedings, Role and function of Inquiry Officer / Presenting Officer, Framing of Charge sheet-Practical sessions, the manner to conduct an inquiry and the timelines (preliminary hearing, regular hearing, written briefs and IO’s report), Onus of Proof and Degree of Proof in departmental inquiry etc. were covered. These 24 trained Executives further imparted training on Disciplinary Procedures and Inquiry Officer / Presenting Officers to other 175 personnel in their respective regions.

EASTERN REGION

In the Eastern Region besides the administration of the pledge in all units / establishments, various programs were organised. An Essay, Slogan and Drawing competition was conducted for employees and an online Drawing competition saw the overwhelming participation of Employees’ Children. During the closing ceremony an on-the-spot Quiz Contest was organised which was enjoyed by all employees. A sensitisation workshop was conducted by the Vigilance Department at Kolkata. Outreach programs were conducted in Dumdum Motijheel Girls’ High School and Vidya Sagar College. The inaugural function and the closing ceremony was presided over by Mr. Adika Ratna Sekhar, Chairman & Managing Director at the Corporate Office in Kolkata. Prizes were given away to the winners of various competitions during the closing ceremony.



Administration of pledge



A walkathon was organised during the week at Kolkata. The walk was led by the Directors of the Company. Employees participated in large numbers. Similar walks were also organised in all the four regions.



A drawing competition was organised for employees at the Corporate Office in Kolkata on 2nd November 2023.

An essay writing competition was organised for employees at the Corporate Office in Kolkata.



A street play in front of Corporate Office, Kolkata and in G&L – Kolkata was organised on 3rd November to generate awareness amongst the public.



A Vendors Meet was organised at ARL, G&L – Kolkata during the week.



Outreach Program – Extempore speech competition at Dum Dum Motijheel Girls' High School on 29th November 2023





Outreach Program – Extempore speech competition at Vidyasagar College on 30th November 2023



Closing Ceremony



WESTERN REGION

In the Western Region besides the pledge ceremony, presentation was made by the Regional Vigilance Officer in various plants and offices. Vendors' Meet was organised in the Ballard Estate Office, Mumbai and Greases & Lubricants and Industrial Packaging, Silvassa. Essay, slogan and quiz competitions were organised for employees in the units / offices of Mumbai, Silvassa etc. A walkathon was organised for the employees and as part of an outreach program, an elocution and on-the-spot quiz competition was conducted in Sanjay Gandhi Smarak High School and Jr. College on 31st October 2023. Prizes were given away to the winners during the closing ceremony.



Glimpses of Walkathon at Mumbai



PIDPI workshop for employees at IP - Talaja



Vendors' Meet, presentation / workshop by RVO and on-the-spot quiz for Vendors at G&L - Silvassa, IP - Silvassa and CFS - Dronagiri



Closing Ceremony and Prize Distribution



NORTHERN REGION

On 31st October 2023, the pledge was administered in the Northern Region Office in Okhla, New Delhi, Industrial Packaging (IP) – Asaoti, at the Cold Chain Unit in Rai and all the offices / units in the Region. Essay and slogan competitions were organised for employees. A drawing competition was organised for employees' children. Workshops on awareness of PIDPI resolution, a walkathon and a street play were organised in the Northern Region. During the closing ceremony, prizes were distributed to all the winners.



Administration of Pledge



PIDPI Workshop



Street Play



Glimpses of the walkathon

SOUTHERN REGION

In the Southern Region plants and offices, the pledge was administered, Essay, Slogan and Quiz competitions were organised for employees and all personnel. This year the walkathon and human chain witnessed great participation. A Vendors' Meet was organised and as part of outreach programs, an Essay and Elocution competition was organised for the students of Vel Tech Engineering College, Chennai on 2nd November 2023 and an Essay writing and Elocution competition was organised for the Secondary and Higher Secondary students of Govt. High School on 3rd November 2023.



Administration of Pledge



Human Chain at Manali, Chennai



Glimpses from the Walkathon



Vendors' Meet



Essay and Elocution contest at Vel Tech Engineering College



Essay and Elocution contest at Government High School



Closing ceremony at Manali, Chennai



Closing ceremony at Manali, Chennai



Prize Distribution for employees



TALENT UNLIMITED

Various competitions were held pan India during the Vigilance Awareness Week 2023. In this column we bring the entries that won the first prize in Essay competition along with the winning entries of Slogan competition across regions and entries of the drawing competition for employees and employees' children in the Eastern Region.

ESSAY WRITING COMPETITION

Eastern Region



1st – Juli Kumari Shaw

Administration Department –
Kolkata

भ्रष्टाचार का विरोध

परिचय / Introduction

भ्रष्टाचार का प्रभाव हमारे भारत देश के आर्थिक व्यवस्था को पूरी तरह से प्रभावित किया है। भ्रष्टाचार का अर्थ है भ्रष्टा+आचार अर्थात भ्रष्टा का अर्थ है गलत, बिगड़ा काम तथा आचार का अर्थ बुरा आचरण अर्थात गलत तरीकों के द्वारा किया गया अनैतिक काम को ही भ्रष्टाचार कहते हैं। हमारे देश पिछले कई वर्षों से इस भ्रष्टाचार से प्रभावित होता जा रहा है। 76वें संविधान संशोधन में प्रधानमंत्री नरेंद्र मोदी जी ने कहा था इस देश से भ्रष्टाचार को मुक्त करना ही हमारा उद्देश्य है। ट्रांसपैरेंसी इंटरनेशनल ऑर्गेनाइजेशन ने 2005 में अपनी एक रिपोर्ट दी थी कि भ्रष्टाचार का आंकड़ा 60% बढ़ गया है। जिसको रोकने के लिए भारत सरकार ने विभिन्न प्रकार के नियमों को लागू कर देश को भ्रष्टाचार मुक्त बनाने का संकल्प लिया था।

गाँधीजी ने कहा था कि हमारे देश में न्यायपालिका होना ही नहीं चाहिए, यह विभिन्न प्रकार के दुर्व्यवहार को बढ़ावा देता है। हमारे देश आये दिन घूसखोरी/नकली दस्तावेज बनाना तथा विभिन्न प्रकार के बुराइयों को जन्म दिया है। कई प्रकार के दलाली नेता लोगों ने किया है। जिसका विरोध करना भारत सरकार को एक चुनौती लगी जिसका उन्होंने मुकाबला करने के लिए विभिन्न प्रकार के नियम को लागू किया है।

विभिन्न प्रकार के नियमों का आविष्कार :-

- The Prevention of Corruption Act (1988) – जिसके तहत विभिन्न प्रकार के धोखाबाजी तथा रिश्वत लेने वाले लोगों के खिलाफ एक्शन लेगा।
- The Companies Act (2013) - जिसके तहत कंपनी में हो रहे अत्याचार के खिलाफ कानून।
- The Indian Penal Code (IPC1860) – के तहत उच्च कर्मचारी के द्वारा नौकरशाही, नेता, पुलिस के द्वारा किये गये अत्याचार के खिलाफ कानून।

विभिन्न प्रकार के भ्रष्टाचार

चारा घोटाला (950 करोड़ रुपये)

जीप घोटाला

बोफोर्स घोटाला

झारखंड मुक्ति मोर्चा घूसकांड

यूरिया घोटाला

शेयर बाजार घोटाला

स्टैंप पेपर घोटाला (43 हजार करोड़ रुपये)

2जी स्पेक्ट्रम घोटाला (1 लाख 67 हजार करोड़ रुपये)

सार्वजनिक जीवन के मानक और भ्रष्टाचार की रोकथाम पर नीलम समिति की सिफारिशें :-

1995 में यूनाइटेड किंगडम में नीलम समिति ने भ्रष्टाचार को खत्म करने के लिए सार्वजनिक पदाधिकारियों/नौकरशाही/सिविल सेवकों नागरिक समाज और नागरिकों द्वारा शामिल किये जाने वाले सात नैतिक मूल्यों की रूपरेखा तैयार की है –

निःस्वार्थता – सार्वजनिक नौकरशाही, अधिकारियों को लोकहित के संदर्भ में निर्णय लेना चाहिए।

सत्यनिष्ठा – नौकरशाहों को ऐसे किसी वित्तीय या अन्य दायित्व के अधीन बाहरी व्यक्तियों या संगठनों के तहत नहीं होना चाहिए।

वस्तुनिष्ठा – सार्वजनिक कामकाज, नियुक्तियों करने अनुबन्ध पुरस्कार या लाभ के लिये लोगों को उनकी योग्यता के अनुसार करना चाहिए।

जवाबदेहिता – नौकरशाह अपने निर्णयों और कार्यों के लिये जनता के प्रति जवाबदेह होते हैं तथा उन्हें अपने पद position को भी जॉच (Search Committee) के अंतर्गत रखना चाहिये।

खुलापन – नौकरशाह को अपने कार्यों का खुलापन करना चाहिए तथा जो कार्य वह कर रहा हो वह जनहित के लिए हो।

ईमानदारी – नौकरशाह को अपने कार्यों के प्रति सच्चे ईमानदारी को हमेशा बनाए रखें।

नेतृत्व – नौकरशाह को सच्चे नेतृत्व Leader के तरह अपने दायित्व का निर्वाह करें।

समग्र तौर पर यह सूचकांक दर्शाता है कि पछिल्ले एक दशक में अधिकांश देशों में भ्रष्टाचार (Corruption) पर नियंत्रण स्थिर रही या खराब रही। भारत में भ्रष्टाचार बोध [Say No to Corruption Commit to Nation] 2023 में 40 अंक प्राप्त किया है।

भ्रष्टाचार सत्ता के पदों पर बैठे लोगों द्वारा किया गया अपशिष्ट व्यवहार है। इसकी शुरुआत किसी निजी लाभ के लिये सार्वजनिक पद का प्रयोग करने के प्रवृत्ति से उत्पन्न होता है। इसके लिये यह दुर्भाग्य का विषय है कि कई लोगों के लिये यह एक विशिष्ट प्रवृत्ति बन गया है। जिसको रोकने के लिये प्रत्येक देशवासियों को जागरूक होने की आवश्यकता है। हम सब लोगों को यह प्रयास करने की जरूरत है कि हमारे देश को भ्रष्टाचार मुक्त बनाकर देश को [Economical, Political] रूप से मजबूत बनाने के लिये निरंतर प्रयास करना चाहिए और भ्रष्टाचार मुक्त भारत का निर्माण करें।



Western Region



1st – Sushma Negi

Travel & Vacations - Mumbai

भ्रष्टाचार – भ्रष्ट + अचार जैसा कि आप देख सकते हैं कि नाम ही से पता चल रहा है भ्रष्ट एक बेहद ही बुरा शब्द है। भ्रष्टाचार यानी की घूसखोरी, चोरी, धोखाधड़ी, भ्रष्टाचार के कारण कई सारे गलत निर्णय लिए और दिए जाते हैं जिसके परिणाम से देश में घूसखोरी बढ़ती जा रही है।

हमारा कर्तव्य है कि भ्रष्टाचार को जड़ से हटाएं और आगे ना बढ़ने दें एक भ्रष्टाचार को रोकने के लिए हमें हमारे देश के कानून को और भी मजबूत और सतर्क बनाना पड़ेगा। सतर्कता और भ्रष्टाचार के खिलाफ जागरूकता बढ़ानी होगी तथा सभी को सतर्कता का राह दिखानी पड़ेगी।

नीचे कुछ जानकारी दी गई है जिसमें कि भ्रष्टाचार को रोका और लोगों को जागरूक बनाया जा सके :

- 1. स्कूल एवं कॉलेज :** सबसे महत्वपूर्ण वर्ग है छोटे बच्चे, एवं कॉलेज के विद्यार्थी इनके लिए हमें हमारे स्कूल के पाठ्यक्रम में भ्रष्टाचार के बुरे परिणाम के बारे में जागरूक करना चाहिए जिससे आने वाली पीढ़ी पर इसका बहुत बड़ा प्रभाव रहेगा एवं सतर्क समाज की स्थापना होगी।
- 2. समाचार पत्र:** हर ऐसी जगह जहां से जानकारी प्राप्त की जाती है वहां पर आर्टिकल या सूचना देनी चाहिए भ्रष्टाचार के खिलाफ।
- 3. कार्यालय :** इंसान सबसे ज्यादा वक्त दफ्तर में बीताता है। इसलिए कार्यालय में सतर्कता दिवस मनाना चाहिए।
- 4. सोशल मीडिया:** आजकल सोशल मीडिया का दौर चल रहा है ज्यादा से ज्यादा लोग आजकल सोशल मीडिया जैसे फेसबुक, ट्विटर, इंस्टाग्राम, से प्रभावित हो रहे हैं। इसलिए ज्यादा से ज्यादा भ्रष्टाचार के खिलाफ वहाँ से जागरूकता फैलानी चाहिए।
- 5. नियम और कानून :** हमें एकजुट होकर एक मजबूत कदम उठाना होगा भ्रष्टाचार के खिलाफ ऐसे नियम और कानून बनाने होंगे ताकि भारत एक भ्रष्टाचार मुक्त देश बन सके।

Northern Region



1st – Prem Prakash Gautam
Travel & Vacations, Delhi

The word Corruption has been originated from “Corruptre” which means to ruin or to “Break to pieces”. Nowadays it is present in every walk of life. India ranked 85 in list of corrupt nations as per Transparency International report. Denmark, New Zealand have topped Rank 1st as non-corrupted countries.

Why Say No to Corruption –

Refusing to tolerate corruption is not only the right thing to do, but morally right or even a commitment to the future of the country. Following are the strong reasons –

- Fostering Trust
- Committing to Nation
- National Building

- Strong democracy
- Preservation of Ethics

Committing to nation -

Mission, Integrity and Excellence are the key qualities which can help to build our nation and bring it at top. The following are the points by which one can help nation for fight against corruption.

- Support Anti-corruption Initiative
- Promote transparency
- Model Integrity
- Support Whistle blowers
- Advocate legal reform
- Usage of official communication for personal uses
- Unwanted secrecies in generic official communications
- Strict adherence of guidelines in official sops

Hence the above points not only help to build nation but also stronger and committed nation.

Conclusion -

Corruption is a destructive force that erodes a country’s internal strength. Rejecting corruption is an active commitment to one’s country’s welfare rather than merely a passive one.

It is a team endeavor that need each and every citizen to be committed. Individual may improve their country and help to create better future for all by saying:

'Say NO to corruption Commit to nation.'

Southern Region



1st – *Dillibabu G*

Chemicals, Chennai

SAY NO TO CORRUPTION; COMMIT TO THE NATION

Introduction:

Corruption, an insidious cancer that permeates societies worldwide, erodes the very foundations of trust, fairness, and justice. It diverts resources meant for the collective good into the hands of a privileged few, leaving the majority disenfranchised and disillusioned. To combat this menace, it is imperative for individuals to take a stand and commit to their nations. This essay will delve into the detrimental effects of corruption, the importance of saying no to it, and the role citizens play in upholding the integrity of their nation.

The Detrimental Effects of Corruption:

Corruption manifests in various forms, from bribery and embezzlement to nepotism and favoritism. Its impact on society is profound and far-reaching. Firstly, it hinders economic growth by deterring foreign investment and stifling innovation. When businesses must navigate a landscape of bribes and kickbacks, they become less competitive and less likely to flourish. Additionally, corruption exacerbates income inequality, as resources meant for public services are siphoned off, leaving the marginalized without access to essential amenities like healthcare, education, and clean water. Moreover, corruption corrodes the moral fabric of a society. It erodes trust in institutions, breeding cynicism and apathy among citizens. When people witness corruption going unchecked, they become disillusioned with the idea of justice and fairness. This, in turn, leads to a breakdown in social cohesion, as individuals lose faith in the systems meant to protect them.

The Cost of Corruption

Corruption manifests in various forms, from bribery and embezzlement to nepotism and favoritism. Its consequences are far-reaching, touching every aspect of a nation's life:

Economic Impact: Corruption diverts resources away from essential public services such as education, healthcare, and infrastructure. It impedes economic growth by deterring foreign investments and distorting markets.

Inequality: Corruption perpetuates social inequality by ensuring that the rich and powerful continue to prosper at the expense of the vulnerable and marginalized. It limits opportunities for the less privileged to access basic services and justice.

Erosion of Trust: A corrupt Government erodes the trust of its citizens. When people believe that their leaders are corrupt, they are less likely to engage in civic activities, pay taxes or follow the rule of law.

Political Instability: Corruption can lead to political instability, as disenfranchised citizens may resort to protests and demonstrations. It weakens institutions and threatens the very foundations of democracy.

The Importance of Saying No to Corruption:

Saying no to corruption is not merely a moral imperative; it is an act of self-preservation and a testament to one's commitment to the nation. When citizens refuse to engage in or tolerate corrupt practices, they create a culture of accountability and integrity. This sends a powerful message to those in positions of power that the people demand transparency and fairness.

Furthermore, saying no to corruption helps to foster an environment conducive to sustainable development. It paves the way for a level playing field where talent and merit are rewarded, rather than connections and illicit dealings. This, in turn, attracts investment, stimulates innovation, and bolsters economic prosperity.

Commit to the Nation:

To combat corruption effectively, we must take collective action and make a commitment to our nation. This commitment involves several crucial elements:

Education and Awareness: Raising awareness about the negative impacts of corruption is the first step. Education can empower individuals to recognize corrupt practices and demand transparency from their Government.

Accountability: Holding public officials accountable for their actions is vital. Establishing independent anti-corruption agencies and judicial systems is essential for prosecuting those engaged in corrupt activities.

Transparency: Encouraging transparency in Government operations, budgets, and procurement processes can reduce opportunities for corruption. Citizens should have access to information that allows them to monitor and question Government decisions.

Whistle-blower Protection: Creating legal protections and incentives for whistle-blowers can encourage individuals to report corruption without fear of retaliation.

Ethical Leadership: Electing leaders with strong ethical principles and a commitment to serving the nation's best interests is crucial. Ethical leaders set the tone for integrity and accountability within Government.

Community Involvement: Communities must actively engage in the fight against corruption. Grassroots movements and civil society organisations can play a significant role in pressuring Governments to address corruption.

International Corruption (Cooperation):

Corruption often transcends national borders. International collaboration and treaties can help combat transnational corruption, such as money laundering and bribery involving multinational corporations.

Ethical Business Practices: The private sector also has a role to play. Businesses should adopt ethical practices, conduct due diligence and resist engaging in corrupt activities.

Conclusion:


Corruption is a formidable adversary, but it is not invincible. It requires the collective efforts of committed citizens to root it out and build a society founded on principles of fairness, justice, and integrity. Saying no to corruption is not only a moral imperative but it is also a commitment to the betterment of the nation and the well-being of its citizens. Through education, accountability and active engagement, individuals can play a pivotal role in the fight against corruption, leaving a legacy of a stronger and more just society for future generations.

SLOGAN COMPETITION

Eastern Region

“

आओ मिलकर ले यह संकल्प, ईमानदारी का नहीं है दूसरा कोई विकल्प ।
भ्रष्टाचार है एक बिमारी, दंडित हो हर भ्रष्टाचारी ॥



1st – Gopal Das, RHR-ER, Kolkata

”

Western Region

“

देश को तरक्की की राह पर आगे बढ़ाएंगे भ्रष्टाचार को जड़ से मिटाएंगे
आज हमें एक प्रण लेना होगा भ्रष्टाचार रूपी इस रावण को मिटाना होगा

1st – Sachin Verma, Logistics Services, Ahmedabad



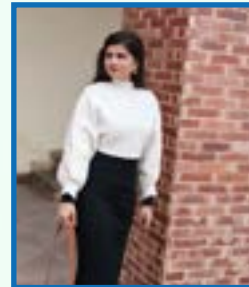
”

Northern Region

“

अबकी बार हमने ठाना है, भ्रष्टाचार रूपी इस रावण को मिटाना है।
पूरे देश में बजाओ डंका, भ्रष्टाचार की जलाओ लंका।

1st – Priya Vats, Travel & Vacations, Delhi



”

Southern Region

“

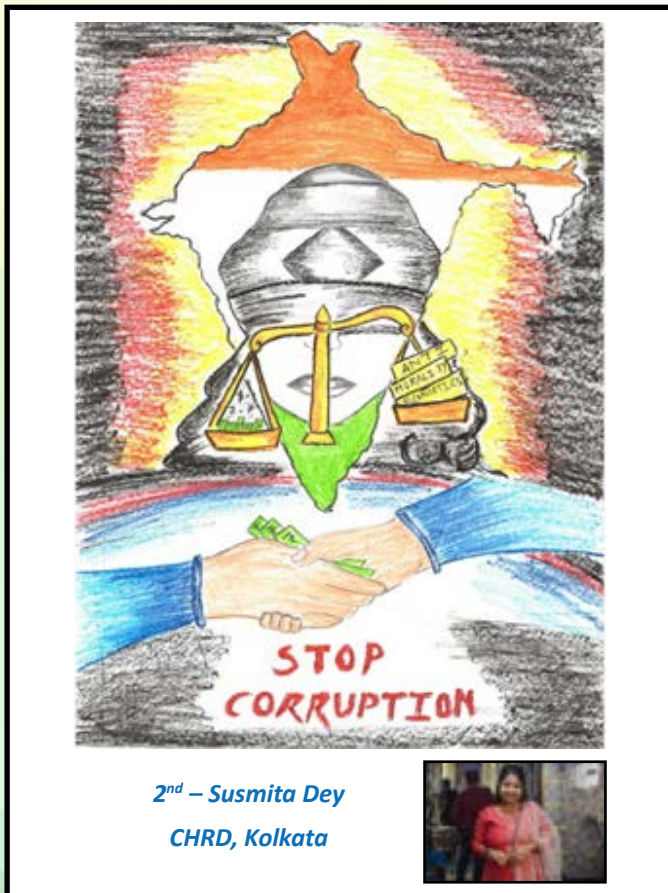
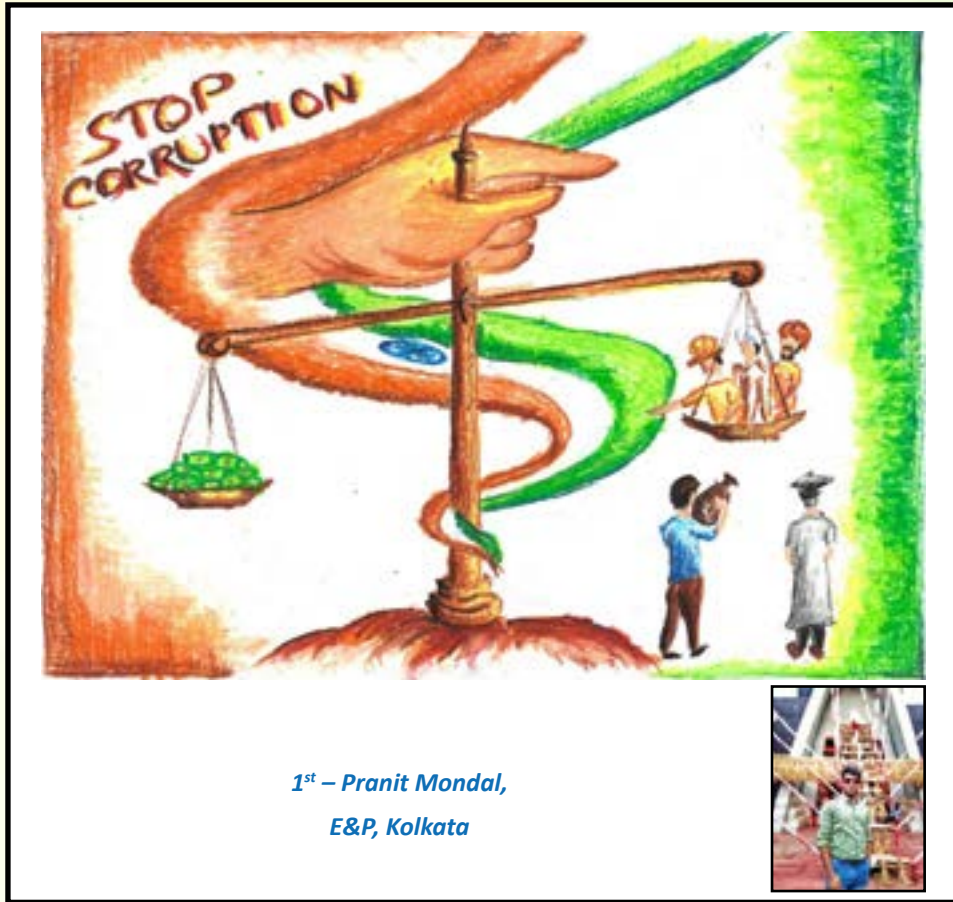
“Corruption is the result of our greed!
Let us limit our need!”

1st – P Satyanarayana, Chemicals, Chennai



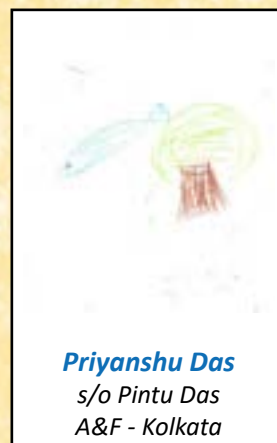
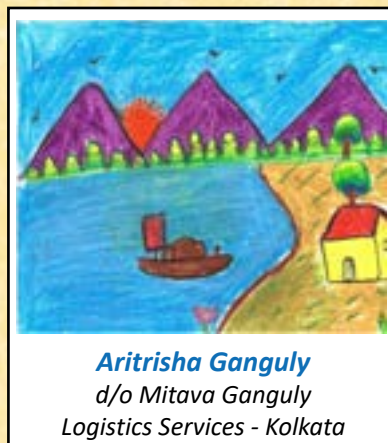
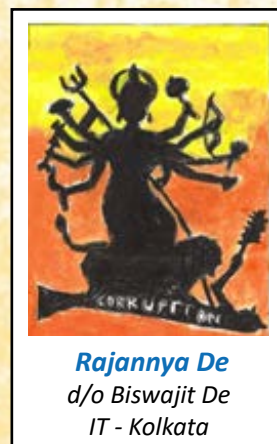
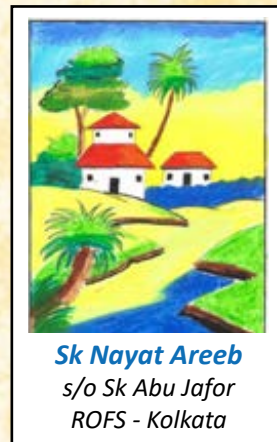
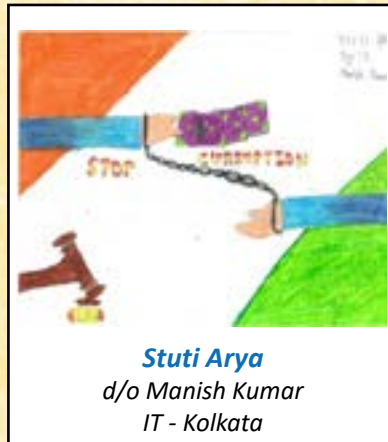
”

DRAWING COMPETITION FOR EMPLOYEES



DRAWING COMPETITION FOR EMPLOYEES' CHILDREN

During the Vigilance Awareness Week celebrations in the Eastern Region an online drawing competition was organised for employees' children. Below are the beautiful entries:





Aishiki Ganguly
d/o Mitava Ganguly
Logistics Services - Kolkata



Adrita Ray Chaudhury
d/o Ashmita Ray Chaudhury
Corporate Communications -
Kolkata



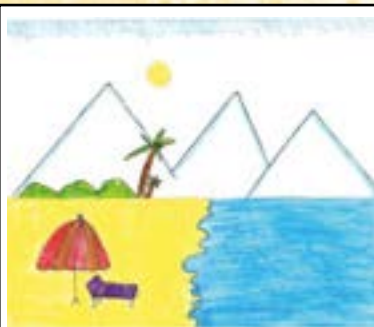
Reek Basu
s/o Surajit Basu
Travel - Kolkata



Prantar Ghorai
s/o Projjwal Ghorai
G&L - Kolkata



Md. Hassnain Rashid
s/o Md. Harun Rashid
Travel - Kolkata



Aryan Gupta
s/o Ashutosh Kumar Gupta
Travel - Kolkata



Dityanshi Sen
d/o Kaustav Sen,
Legal - Kolkata



Aayush
s/o Amarkant Khatua
A&F - Kolkata



Aarush Halder
s/o Shibnath Halder
Chemicals - Kolkata



Prapti Ghorai
d/o Projjwal Ghorai
G&L - Kolkata



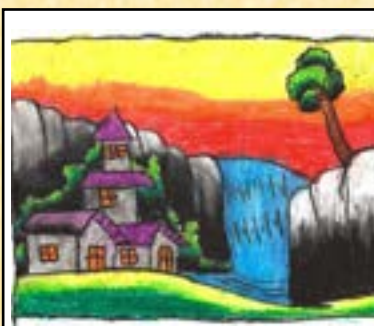
Anushka Sarkar
d/o Sagarika Basu
Vigilance - Kolkata



Shanvi Singh
d/o Sarwan Singh
CFS-Kolkata



Otreeta Maity
d/o Chandan Maity
Taxation Dept. - Kolkata



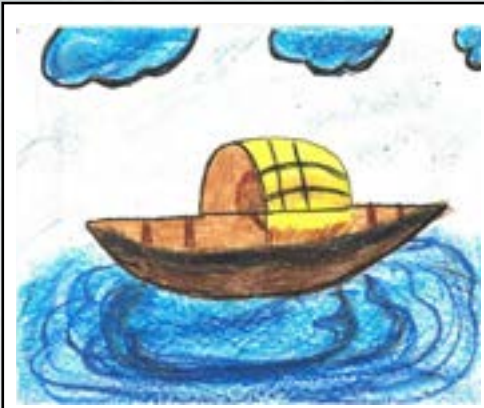
Samriddho Maity
s/o Chandan Maity
Taxation Dept. - Kolkata



Aainesh Chatterjee
s/o Amit Chatterjee
E&P - Kolkata



Arisha Roy
d/o Arijit Sur Roy
IT - Kolkata



Kaavya Das
d/o Harmeet Kaur
IT - Kolkata



Aarohi Chatterjee
d/o Saibal Chatterjee
IT - Kolkata



Ishittya Manna
s/o Sarmistha Ghosh
Manna
ROFS - Kolkata



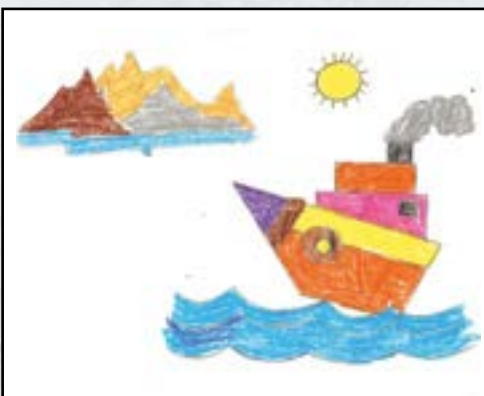
Yashvi Kedia
d/o Sweta Kedia
CFS - Kolkata



Satyak Roy
s/o Satyajit Roy
IT - Kolkata



Vaishnavi Dubey
d/o Ramji Dubey
IT - Kolkata



Aahan Gupta
s/o Abhishek Gupta
Travel - Kolkata



Suryance Kumar Gupta
s/o Ashutosh Kumar Gupta
Travel - Kolkata



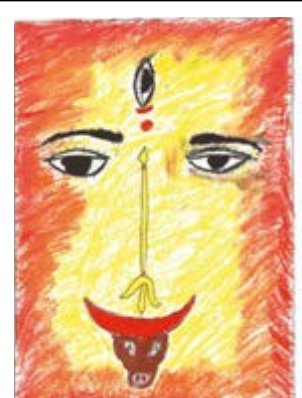
Arish Ghosh
s/o Mrinal Kanti Ghosh
IT - Kolkata



Nusrat Khatun
d/o Asraful Molla
Chemicals - Kolkata



Barsha Naskar
d/o Biswa Naskar
Chemicals - Kolkata



Rhitoban Sikder
s/o Damayanti Sikder
Travel - Kolkata



Avighna Gayen
s/o Mahadev Gayen
Chemicals - Kolkata



Saanchi Jaiswal
d/o Anil Kumar Jaiswal
A&F - Kolkata



Iraban Sikder
s/o Damayanti Sikder
Tavel - Kolkata



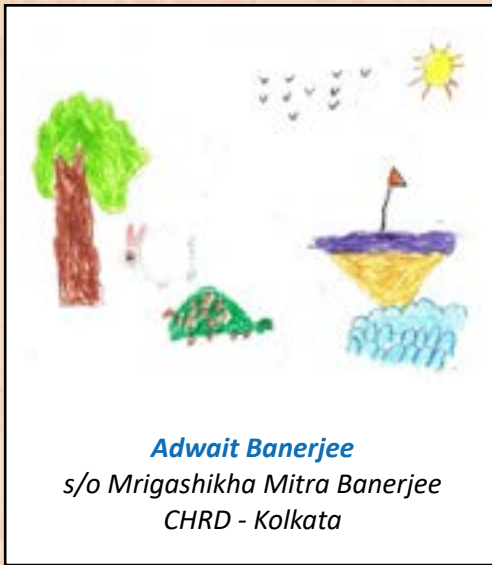
Rishaan Maity
s/o Sudip Maity
IT - Kolkata



Avyan Arora
s/o Anurag Arora
IT - Kolkata



Samaresh Manna
s/o Gouri Sankar
Manna,
G&L - Kolkata



Adwait Banerjee
s/o Mrigashikha Mitra Banerjee
CHRD - Kolkata



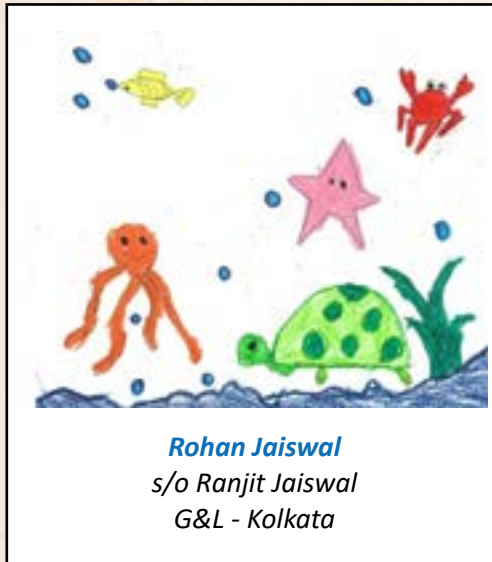
Riddhi Das
d/o Rajib Das
IT - Kolkata



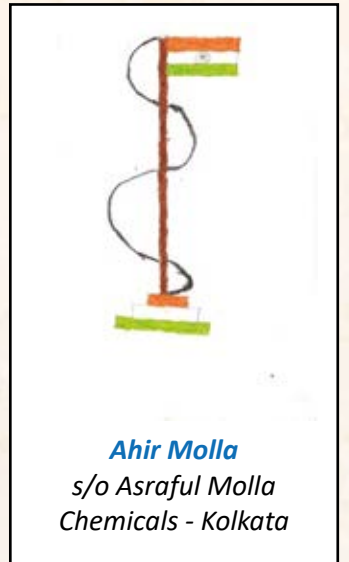
Saanvi Das
d/o Jayanta Kumar Das
G&L - Kolkata



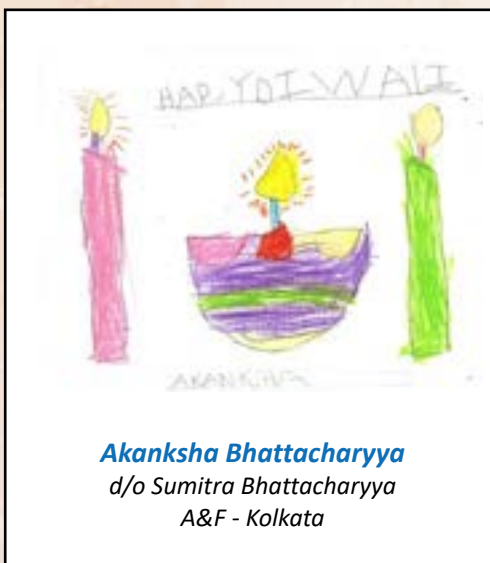
Rachita Jaiswal
d/o Ranjit Jaiswal
G&L - Kolkata



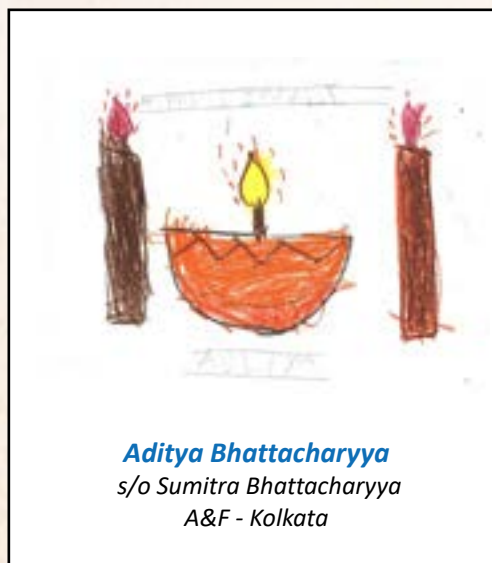
Rohan Jaiswal
s/o Ranjit Jaiswal
G&L - Kolkata



Ahir Molla
s/o Asraf Molla
Chemicals - Kolkata



Akanksha Bhattacharyya
d/o Sumitra Bhattacharyya
A&F - Kolkata



Aditya Bhattacharyya
s/o Sumitra Bhattacharyya
A&F - Kolkata

AWARDS & ACCOLADES



Mr. Sushil Dugar, Head [Logistics Services], was conferred with the prestigious “Dynamic Logistics Professional of the Year” award at the Eastern Star Awards 2024. The award ceremony was organised on 10th January 2024 at NICCO Parks & Resorts Ltd., Kolkata. The Eastern Star Awards, a renowned event in the shipping industry, witnessed active participation from distinguished members of the shipping fraternity and trade bodies. Mr. Dugar was recognised for his remarkable leadership, exceptional achievements, and unwavering commitment to advancing Logistics Services in the Company.



Ms. Konika Tayal, Deputy Manager [Sales], Logistics Services - Delhi made it to the 10% Club Winners List of the 1000 Women Leaders Program 2023 by Jombay. She received the award at a function organised in Pune in February 2024.



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