Centenary celebrations of Champaran Satyagrah, establishment of Sabaramati Ashram and birth of Pandit Deendayal Upadhyaya plus Golden Jubilee Celebrations of HCL

Hundred years of Champaran Satyagrah, establishment of Sabaramati Ashram and Birth of Pandit Deendayal Upadhyaya were celebrated with great zeal and fan fare in MCP, ICC and KCC along with commemoration of fifty years of the foundation of our Company.

At Malanjkhand Copper Project

Swarn Jayanti Daud (Golden Jubilee Run):

Swarn Jayanti Daud at MCP was flagged off by Shri Anupam Anand, Director (Personnel) on 17.04.17 at 7.00 AM sharp. He was also joined by S/Shri S. K. Bhattacharya, Director (Mining), Santosh Sharma, CMD, HCL, O. N. Tiwari, ED, MCP, Naresh Kumar, GM (HR & CSR), MCP, and other senior officers of MCP and Corporate Office.

Around 150 executives, employees and their family members participated in the 45-minute-long run.

Prabhat Pheri

Shri Anand also flagged off a Prabhat Pheri organized separately for the students and school staff of DAV-Public School at 8.00 AM.

Shri S.K.Bhattacharya, Director (Mining), Shri Santosh Sharma, CMD, HCL, Shri O.N.Tiwari, ED/MCP, Shri Naresh Kumar, GM (HR & CSR)/MCP, Dr. V.K.Shukla, DGM (M&HS), Shri Vinay Singh, DGM (Met.), Shri Sree Kumar and senior officers of MCP and Corporate Office were also present to witness the flagging off.

The rally was joined by around 200 students and school staff. Students were carrying placards displaying slogans to highlight the importance of Sabarmati Ashram and

Plantation

To mark the fifty years of HCL, tree saplings were planted in Pragati Park by the then CMD, Shri K.D. Diwan, Shri Anupam Anand, D(P), Shri S. K. Bhattacharya, D (Mining), Shri Santosh Sharma, CMD, HCL, and Shri O. N. Tiwari, ED, MCP.

On this occasion Shri Baldeo Bhai Sharma, Chairman, National Book Trust, and Dr D. N. Gautam, IPS and Ex-DGP-Bihar Govt., both special invitees as speakers of the day, and Dr. Buddhi Nath Mishra, special invitee as poet also planted the saplings of tree. Plantation was also done by other senior officers of MCP and Corporate Office.
Lecture session

Lecture Session was the main event to mark the 50 Years of HCL and 100 Years of Champaran Satyagrah, establishment of Sabaramati Ashram and birth of Pandit Deendayal Upadhyaya.

The lecture session was attended by more than 150 people consisting of executives, employees, office bearers of recognized union, BKMS, Officers’ Association, Kshetriya Khanij Mazdoor Sangh, Copper Mines Workers’ Union, employees, School staff and students of DAV School and family members of residents of township.

Fruit distribution to indoor patients

Shri K.D.Diwan, the then CMD, HCL, accompanied by S/Shri Anupam Anand, D(P) and O. N. Tiwari, ED, MCP visited the MCP Hospital. They distributed fruits to the indoor patients and talked to them about their health and wished them speedy recovery.

Kavi Sammelan

Kavi Sammelan was organized at open air premises of the Community Centre at 7.45 PM. The Sammelan was started with National Anthem. The inaugural lamp was lighted by the then CMD, Shri K.D. Diwan, Shri Anupam Anand, D(P), Shri S. K. Bhattacharya, D(M), Shri Santosh Sharma, CMD, Shri Anupam Anand, D(P) distributing fruits to the indoor patients at the MCP hospital in the presence of Shri K.D.Diwan, CMD, HCL.

Shri Anupam Anand, D(P) at the Kavi Sammelan.

Dr D. N. Gautam, IPS and Ex-DGP-Bihar Govt., in his speech, presented the historical background of Champaran Satyagrah and Sabarmati Ashram and spoke about unparalleled contribution of Father of the Nation.

Another speaker of the day, Shri Baldeo Bhai Sharma, Chairman of National Book Trust and eminent media personality, spoke on the thought of Pt. Deendayal Upadhyay.

Both of the speakers were felicitated with shawl by the then CMD. After the speech of both speakers, Shri K.D.Diwan gave his concluding remarks. The session was started with welcome speech by Shri O.N.Tiwari, ED, MCP. The Lecture session came to its end with vote of thanks by Shri Naresh Kumar, GM (HR & CSR), MCP.
HCL, Shri O. N. Tiwari, ED, MCP, invited the poets of the day Dr. Buddhinath Mishra, Dehradun, Dr. Shambhu Singh Manhar, Khargon, Shrimati Ragini Chaturvedi, Allahabad, Shri Rajesh Raj, Gorakhpur, Shri Kamlesh Dwivedi, Kanpur. Poets were warmly welcomed and felicitated with shawl by Shri Diwan.

At Indian Copper Complex
On 21.04.17, following programmes were organized at ICC to mark the celebration of the above occasions.

Prabhat Pheri
At 7.30 a.m. Prabhat Pheri was inaugurated by Shri Anupam Anand, D(P) by unfurling the flag at the Main Gate, General Office. The rally went round through Main Road, Moubhandar market, Colony, Sports Club and concluded at the General Office.

Plantation of perennial saplings
At 9.30 AM, twenty perennial saplings were planted in the Sports Club Ground, Moubhandar. Spearheaded by Shri Anupam Anand, D(P), saplings were also planted by Prof. Gireeshwar Mishra, Chancellor, Mahatma Gandhi Antarrashtriya Hindi Vishwa Vidyalaya, Wardha, Shri

Singing of the National Anthem at the lecture session

Lecture Session
At 10.00 am. a lecture session was organized on 100th Anniversary of Champaran Satyagraha, establishment of
Sabarmati Ashram and 100th birth anniversary of Pandit Deendayal Upadhyay at the Copper Club, Moubhandar.

The lecture session began with National Anthem presented by the students of Shri Shri Vidyamandir Moubhandar followed by introduction of the guest speakers.

Shri Anupam Anand, D(P) along with Prof. Gireshwar Mishra, Shri Arvind Mohan, Shri Sanjay Singh, DGM In-charge and Unit Head, ICC, lighted the lamp and garlanded the photos of Mahatma Gandhi and Pandit Deendayal Upadhyay to mark a tribute to their vital contributions in the nation’s freedom and development.

Prof. Gireshwar Mishra, Chancellor, Mahatma Gandhi Antarrashtriya Hindi Vishwa Vidyalaya, Wardha, spoke at length on Pandit Deendayal Upadhaya, Shri Arvind Mohan, journalist from New Delhi highlighted the Champaran Satyagraha and Sabarmati Ashram and stressed on the relevance of Gandhi wisdom in the present context.

Shri Om Prakash Singh, GS-ICCWU, Shri B. N. Singhdeo, President-ICCWU, and employees participated in the lecture session. Approximately 300 people participated in the lecture session.

Visit to nearby villages for an overview of CSR activities

At 3.00 PM, a visit to the nearby villages was organized for an overview of CSR activities. Prof. Gireshwar Mishra, Shri K.P. Biso, AGM (HR&A), Shri R S Sajwan, AGM (HR), CO, Shri Jamuna Upadhyay, Dr. Suresh, Shri Ram Kishor Tiwari and Dr. Ranjana Rai, Shri Mukesh K Choudhari, DM (CSR) visited Purnapani and Ladkadih, Terenga village, and Kasturba Gandhi Balika Vidyalaya, Rakha.

- **Kasturba Gandhi Balika Vidyalaya (KGBV) Rakha**
  - The guests visited KGBV Rakha for an overview of the Archery Programme.
  - They interacted with participants, Shri Susanta Pattar (Archery Coach), Shri Jiten Mahato (Asst. Archery Coach) and Smt. Sangeeta Pandey (Warden).

- **Purnapani, Terenga Village**
  - The team was welcomed by the villagers with traditional rituals.
  - The team physically inspected the CSR work i.e. drinking water structure with bore well, household toilets, solar street light and interacted with the villagers regarding the benefits of CSR activities in their village.
• They were happy to learn that HCL/ICC conduct regular awareness programmes for use of toilets and adopt safe hygiene practices.
• The people informed that they collectively look after the infrastructures provided by HCL/ICC CSR&S.
• Solar Street light installed by the Company under CSR&S Programme is perfectly working as informed by the villagers.

Ladkadih, Terenga Village

The team visited Hand Gloves Unit and interacted with SHG (Baishano Devi Mahila Samiti) members led by Smt. Saraswati Devi.
• The SHG members explained the process of hand gloves making and their earnings per head based on the number of finished product made by an individual members per day per month. The SHG members also shared their experience of getting support from the Company under CSR&S Programme.
• They also seen the products displayed at the centre.

Visiting patients in ICC Works Hospital and fruits distribution

The Poet Dr. Ranjana Rai distributed fruits among the hospital patients.

At 5.30 PM. A hospital visit was organized to interact and distribute fruits among patients in ICC Works Hospital. Shri Kamlesh Soni, the then DGM (HR)/CO, Shri Sanjay K. Singh, DGM In-charge (Unit Head/ICC), Shri P N Mishra, DGM (M&HS), Shri A S Verma, DGM (HR)/CO, Prof. Gireshwar Mishra, Shri A K Maharan, CM (HR), Shri R S Sajwan, AGM (HR)/CO and other senior executives and Hospital staff participated in the occasion. Shri Jamuna Upadhyay, Dr. Suresh, Shri Ram Kishor Tiwari and Dr. Ranjana Rai were also present on the occasion.

Kavi Sammelan

At 8.00 PM. Kavi Sammelan was organized at ICC Golf Club Moubhandar. The famous poets Dr. Buddhinath Mishra, Shri Jamuna Upadhyay, Dr. Suresh, Shri Ram Kishor Tiwari and Dr. Ranjana Rai (poetess) were welcomed by Shri Anupam Anand, D(P). All the poetries presented by the Kavis enthralled the audience.
At Khetri Copper Complex

As per the directive of Corporate Office of HCL, the following activities were organized as Champaran Satyagrah, establishment of Sabarmati Ashram and Pt. Deendayal Upadhyay anniversary celebrations on the occasion of Golden Jubilee year of HCL on 19.04.2017.

Prabhat Pheri

Prabhat Pheri was flagged off on 19.04.2017 at 7 am from Nehru Maidan. The rally was routed through SBI Bank, Sabji Market, New Market, Kendriya Vidyalaya and disbursed at Nehru main. S/Shri R.K. Sah, GM, KCC took part in the Prabhar Pheri along with senior officers and other employees of KCC along with the students of all Khetri Nagar schools.

Slogan competition

Slogan competition was organized for students of Khetri Nagar schools on 19.04.2017 at 11am at Copper Club, Khetri Nagar. Twenty students participated in the contest. Shri Anupam Anand, D(P) along with Shri B. N. Singhdeo, President-ICCWU, Shri Om Prakash Singh, GS-IICCWW, Shri Sanjay Singh, DGM In-charge and Unit Head, ICC, Prof. Gireshwar Mishra, Chancellor, Mahatma Gandhi Antarrashtriya Hindi Vishwa Vidyalaya, Wardha, Shri Kamlesh Soni, the then DGM (HR), Corporate Office at the Kavi Sammelan.

Vyakhyan Mala

A Vyakhyan Mala was arranged on 19.04.2017 at 4PM at R&D Auditorium. Prof. Ram Prakash Dwivedi, Director, Mahatma Gandhi Vidyapeed, Varanasi, and Prof. Shradhanand, Head, Hindi and other Indian Languages, Mahatma Gandhi Vidyapeed, Varanasi, were the chief speakers.

These two learned scholars highlighted about the Champaran Satyagrah, foundation of Sabarmati Ashram and Pt. Deendayal Upadhyay centenary celebrations on the
Shri S.K. Bhattachrya, Director (Mines), HCL, R.K. Sah, GM, KCC, Prof. Ram Prakash Dwivedi, Director, Mahatma Gandhi Vidyapeed, Varanasi, and Prof. Shradhanand, Head, Hindi and other Indian Languages, Mahatma Gandhi Vidyapeed, Varanasi, at the Vyakhyan Mala held on 19.04.2017.

Shri S.K. Bhattacharya, Director (Mines), R.K. Sah, Prof. Ram Prakash Dwivedi, Director, Mahatma Gandhi Vidyapeed, Varanasi, and Prof. Shradhanand, Head, Hindi and other Indian Languages, Mahatma Gandhi Vidyapeed, Varanasi, at the Vyakhyan Mala held on 19.04.2017.

Fruit distribution to indoor patients
Shri Bhattacharya visited KCC Hospital and distributed fruits among the indoor patients in the evening of 19.04.2017

Kavi Sammelan
At 9PM a Kavi Sammelan was organized as last event of the day wherein five renowned poets recited their poems till midnight. This Kavi Sammelan was appreciated by all present in the Copper Club Hall. Shri S.K. Bhattacharya, D(M), chaired the literary meet.

Plantation
In the evening of 19.04.2017, S/Shri S.K. Bhattacharya, D(M), HCL, R.K. Sah, Prof. Ram Prakash and Shradhanand planted the saplings in the premises of the Administration building.
Hindustan Copper Limited, celebrated its forty ninth Foundation Day on the 9th of November 2016

The day was celebrated at the Corporate Office, and across all the Units as well as the Regional Offices with great fanfare.

Banners were displayed at prominent places. The office buildings and other strategic places were decorated with lights, flowers and rangoli. Parks and public places were spruced up in Units along with garlanding of statues of prominence.

A Prabhat Pheri was organized in the morning for all in the units.

Several competitions were held amongst school children and the employees across offices and Units and the best entries were awarded.

Fruits were distributed to inmates of local hospitals and events were organized for special individuals.

Cultural events followed by high tea and gala dinners were organized. Interactive lunches were also organized in some Units and offices.

Special cleanliness drive was taken up in units. Also, foundation day of HCL was marked as Safety Awareness Day and a training session on safety precautions was held. Renovation of the Engineering Services office in an Unit was also started.

Plant visits for some of the existing and new customers and briefing about the processes and achievements was planned throughout the month in coordination with the units.
In the Corporate Office, the 71st Independence Day of the Company was celebrated with a lot of zeal and patriotism. The Tricolour was hoisted at the Corporate Office amidst a large gathering of employees and their family by Shri K.D. Diwan, the then CMD, HCL, in the presence of S/Shri Santosh Sharma, CMD, HCL, Anupam Anand, Director (Personnel), V.V. Venugopal Rao, the then Director (Finance), S K Bhattacharya, Director (Mining) and Rakesh Kumar, the then Chief Vigilance Officer.

Shri K.D. Diwan, the then CMD, HCL, also addressed the gathering and apprised the employees of the current position of the Company and the upcoming projects.

Khetri Copper Complex celebrated the 71th Independence Day at Nehru Maidan, Khetri Nagar, with fervor and splendor.

Shri R.K. Sah, ED, KCC unfurled the tricolor as the Chief Guest of the occasion and inspected the Guard of Honour presented by the security personnel, NCC Cadets, students of Central Academy, K.V, Sophia school and Rajasthan Senior Secondary School.

In his address, Shri Sah expressed his gratitude towards the martyrs who laid their lives for the freedom of the country. Further, he spoke about the present position and future plans of the Company in general and KCC in particular. Shri Sah sought co-operation from all for achieving higher targets and other ensuing challenges. He complimented the role of the Company, the Trade Unions, Mahila Samaj and the public in general for maintaining peace and harmony.

He thanked the schools, security personnel and all others for putting up a grand show at the Independence Day celebrations.

On the occasion, thirty KCC employees were felicitated under Srijan Suggestion Scheme of the Company for their suggestions or actions that have benefitted the production of KCC. Shri Sah stressed that all employees should come up with suggestion for improvement of performance of KCC.
There is a tradition of rewarding two Best Workers of KCC under the auspices of R.C. Memorial Trust. Accordingly, for the year 2017, Shri Ram Pratap, Riggar “C”, KCM Mines, and Shri Satyanarayan Garwa, Mining Mate, KCC Mines, was awarded the Gold and Silver Medals respectively for their exemplary work.

Parade contingents belonging to different schools putting up two best performance were awarded with shields. The best parade was performed by the boys of Sophia Secondary School who came first. The girls of Central Academy came second and the boys of Rajasthan Senior Secondary School came third. The parade band conducted by the students of Sophia School received applauds for their performance.

Later in the day, fruits were distributed to the indoor patients of KCC Hospital by Smt. Prem Shila, President, Mahila Samaj, Khetri Nagar.
Indian Copper Complex celebrated the 71ST Independence Day with great enthusiasm on 15.08.2017.

Shri Sanjay K Singh, DGM (In-charge and Unit Head), ICC, paid floral tributes at “Shahid Sthal” to the heroes who struggled for freedom and laid down their lives for the sake of Country.

Dr. P. N. Mishra, GM (M&HS), S/Shri K. P. Biso, DGM (HR&A), Shri Abhimanue. Singh, DGM (W), Shri D L Suthar, DGM (Vigilance), Shri. B. N. Singhdeo, President, ICCWU, Shri O. P. Singh, GS, ICCWU, and other senior executives, dignitaries also paid floral tribute at “Shahid Sthal”.

Shri Singh hoisted the tricolor as the as Chief Guest of the occasion. Flag-hoisting was followed by singing of the National Anthem by all.


Shri Sanjay K Singh read out the message from the then CMD, Shri K D Diwan, and addressed the mass. Later he also administered the pledge for “New India Campaign” among all. Shri B. N. Singhdeo, President, ICCWU, also addressed those who had gathered there.

On the occasion, school children from six schools presented cultural programme which were well appreciated by the gathering. Smt. Neha Singh, President, Ladies Club, Moubhandar, distributed the prizes to the winners of various cultural competitions organized on the occasion. Shri Singh also distributed certificates and prizes to the winners under the Srijan Suggestion Scheme and appreciation certificates to employees for their contribution in preparing the Works Model for Tamra Sangrahalaya.

The national flag was also hoisted at Moubhandar Works by Shri Abhimanue Singh, DGM (W), at Surda Administrative Building by Shri Deepak K Srivasatava, DGM (Mech.-Project), at ICC Workers’ Union Office by Shri. O.P.Singh, GS/ICCWU, at Bari Maidan by Shri. B. N. Singhdeo President of ICCWU, and at various other registered Union Offices, Clubs etc. in the Township.

Smt. Neha Singh, President, Ladies Club, Moubhandar, accompanied by the members of Ladies Club distributed fruits to the inmates at ICC Works Hospital.

Malanjkhand Copper Project celebrated the 71th Independence Day with zeal and fervor. Shri O.N. Tiwari, Executive Director and Project Head, MCP, unfurled the tricolour as the Chief Guest of the occasion. The flag hoisting was followed by singing of the national anthem by all.

Shri Tiwari inspected the parade of contingents presented by the school children and the security personnel. Patriotic songs were presented by students of DAV-HCL-Public School, Malanjkhand.

On this occasion, Dr V.K. Shukla, General Manager (M & HS) read the Independence Day message from the then CMD, Shri K.D.Diwan.

Addressing the large gathering of employees, senior officials, representatives of various unions and associations, villagers and students on this occasion, Project Head, Shri
Tiwari said that in spite of decreasing pattern of Copper Ore in open cast mining and that of LME prices of copper, Company is shouldering all its responsibilities entrusted to it.

Taking note of the Company’s contribution under Corporate Social Responsibility Scheme, Sri Tiwari informed that, under ODF Scheme, 253 toilets have been constructed for households of five villages.

Special Skill Development Training is being given to 138 local youths under Skill India programme for the year 2017-18. 22,000 saplings are being planted under ‘Namami Narmade’ resolution of Chief Minister, Govt. of MP, etc.

Apart from this, responding to a long pending demand of the locals, ten acres of land has been allotted to Higher Education Dept. for the construction of a Govt. College in Malanjkhand.

Water supply through tap system has been installed and water supply facility has been started for the villagers of Borkheda and Chhinditola. In the area of Environment protection all the discharge sumps and garland drains have been strengthened by stone pitching, water proofing, etc.

Taking stock of the Company’s business in last fiscal, Sri Tiwari expressed his compliments to all the departments of MCP for their praisseworthy contribution towards total performance of Company. He also expressed his compliments to BKMS, a recognized union of MCP, KKMS, INTUC, OA and employees in general for their contribution in maintaining healthy Industrial Relations, peace and team work in the project.

The Independence Day celebration was marked by fruit distribution to indoor patients of the project hospital by the Ladies Club members led by its President Smt. Nirmala Tiwari. The 71th Independence Day was finally concluded with a Plantation programme organized in the premises of VIP Guest House.

At Taloja Copper Project, Shri Umesh Kumar, GM, unfurled the national flag and addressed the gathering of employees and their families.

Standard I to X and Std XII children were awarded cash prizes for their meritorious performance for the Academic Year 2016-17. Shri D K Zuge, Chargeman, was awarded certificate of appreciation for his exemplary contribution in overall plant equipment maintenance. Shri S V Shenoy, DM(R&D), and Shri Nikash Shukla, AM(Mech), were awarded certificate of appreciation for successfully managing the pavilion of MoM in India Steel-2017.
At Gujarat Copper Project, the 71st Independence day of the country was celebrated with grandeur. Shri S S Sethi, DGM and Unit Head, GCP, unfurled the tricolor which was followed by rendition of the national anthem. Later Shri Sethi inspected the guard of honour.

In his address, Shri Sethi paid tribute to the freedom fighters who had sacrificed their lives for the country. While highlighting the importance of the Independence Day in the lives of our citizens, he emphasized that the industry has to play a major role in the growth track of the country.

HCL, the only vertically integrated Copper producing Company in India, plays an important role in the nation's development, said Shri Sethi. The New India Pledge was also administered to all those who had assembled.

Hindustan Copper Limited (HCL) has received the “Griha Patrika Protasah Puraskar” for the year 2015-16 from Nagar Rajbhasha Karyanwayan Samity (Upkram), Kolkata, for the Hindi version of House Journal Tamralipi.
Training under “Skill India”

Shri O.N. Tiwari, Executive Director, MCP, and Unit Head, formally inaugurated the programme envisaged under the Skill India Mission at MCP on 08.08.2016. This Mission is meant for providing training to the youth.

In his inaugural address Shri Tiwari, briefed the gathering about the vision and objectives behind “Skill India”, and wished the programme a great success.

Hindustan Copper had signed a tripartite MOU with National Skill Development Fund and National Skill Development Corporation to provide training to 574 persons under the Company’s CSR scheme.

At MCP, a target has been set for 156 persons to provide them training under the scheme in the current year. This includes 31 students pursuing ITI from nearby area, 40 contract labourers and 85 regular employees from the unskilled categories.

Programme begins at MCP

The programme was started with the batch of 31 ITI students belonging to the Electrical Trade. The first trainer Shri Rajneesh Kumar Yadav, an M.Tech. (Electrical) deputed by the concerned department of India, was also present in the inaugural session.

A glimpse of the workshop

Workshop on ‘Peace at Workplace and Conflict Management’

Dr Sudipto Bhattacharya, Associate Professor, VIT University, Vellore, conducted a half day interactive session on ‘Peace at Workplace and Conflict Management’ on 26.10.2016 at the HCL Corporate Office.

He said that if one is surrounded with the best, one could surely succeed. It was not the How or the What, but the Who that mattered.

He also added that the human beings were not programmed to make great people decisions. The first step in surrounding oneself with the best was to recognize and correct one’s own failings.

He enquired how many of the participants have had made major mistakes while making crucial people choices in their lives till then.

Quoting from Jack Welch, legendary former CEO, GE, he said that making people decisions was brutally hard.

He also enquired how many of the participants had studied people. Also should it be called Human Resource Management or Human Source Management? Was Human a Resource or Source?

He advised the participants to begin by accepting that they were hardwired for unconscious biases, and that their
schools, universities or organizations had not worked hard
to change that. It was their job and their opportunity.

Dr Bhattacharya also warned that the external challenges
could prevent one from surrounding oneself with the best.
It was important to understand what one was up against
that could vary from shrinking talent pools to lying job
candidates. The situation had to be used to one’s own
advantage.

He explained to the gathering the other GDP i.e.
Globalization, Demographics and Pipeline that would each
create unprecedented demand for the right talent in the
right place over the next decade. He concluded that the
pace of globalization has never been faster, the imbalance
between old and young had never been so dramatic, and
the under-preparedness for corporate leadership transition
had never been so acute.

Lecture on ‘Importance of Discipline in Industry’ at CO

Shri Ajit Kumar Sinha, Ex-GM (H&A), SAIL, delivered a
lecture on ‘Importance of Discipline in Industry’ 18.11.2016 at
HCL Corporate Office.

Mr Sinha’s lecture dwelled on vital topics like Industrial
Relation, Grievance Handling Procedure and Role of Managers
in enforcing discipline.

Shri Anupam Anand, Director (Personnel) graced the
programme and gave valuable tips to the participants for
enhancing discipline in an Organisation.

The programme evoked a good response from the participants.

Workshop on Digital Payment at Hindustan Copper Limited

Office of Hon’ble Minister of State (IC) for Power, Coal,
New & Renewable Energy and Mines had organized a
‘Digital Payments Workshop’ on 28.11.2016 at 4.30 pm at
Conference Room, Shram Shakti Bhawan.

In due abidance to their communication, senior executives
from Hindustan Copper Limited (HCL) joined the Workshop
at the Corporate Office through Video Conferencing. The
programme was chaired by Shri V V Venugopal Rao, the
then Director (Finance), HCL at Corporate Office.

With a view to train others who have missed the Workshop,
a step by step instruction on ‘Digital Payment’ has been
circulated to our Unit Heads and Senior Officers with a
request to circulate the presentation to all, for a wider
dissemination of information.

The programme stimulated a great level of interest among
the participants and it was a great learning experience for
the participants.
“Agar firdaus bar ru-ye zamin ast, Hamin ast o hamin ast o hamin ast” - If there is a paradise on earth, it is this, it is this, it is this. This verse is found written on several medieval era structures. Some attribute this saying to Sufi Poet Amir Khusrow and some to Mughal Emperor Jehangir. Regardless of who said it, the fact is that the paradise is in flames and the Neros are unknown.

J & K is state in the northern part of India. This state has two capitals, Jammu & Srinagar, while Jammu is the winter capital, Srinagar is the summer capital. All the administrative, legislative and judicial records are biannually transported (start of summer and start of winter) from current capital to next capital to enable government to function.

The state enjoys autonomy under Article 370 of the Constitution of India. The article is drafted in Part XXI of the Constitution: Temporary, Transitional and Special Provisions. Some of the privileges enjoyed by J & K include:

- J & K has a separate constitution (Right to Property still guaranteed in state, Right to Education not extended to J&K).
- IPC (Indian Penal Code) doesn’t apply to J &K instead RPC (Ranbir Penal Code) is applicable. It was made on the lines of Indian Penal Code.
- The term of Chief Minister is 6 years.
- The citizens of J & K (called so because J & K has separate constitution) are issued a state subject. This is different from domicile certificate issued by other state governments
- Only state permitted to have own flag along with the national flag.

Flag of J & K

The flag of J & K consists of a deep red field, representing labour, charged with a plough to represent agriculture. Three stripes are found on the hoist side and represent the three geographic regions of the state: Jammu, the Kashmir Valley and Ladakh.

Jammu - The Foothills

Jammu is said to be named after Raja Jambu Lochan, who founded a city after witnessing a goat & a lion simultaneously quenching their thirsts at same spot on bank of river Tawi. Moved by what the king saw, he decided to build the city which will be place for peaceful coexistence.

According to some legends, it may be named after Jamvant - King of the Bears who is mentioned in the Ramayana and is said to have meditated in caves on bank of River Tawi. The Peer-Kho cave temple is said to be the spot.

The holy cave shrine of Mata Vaishno Devi is located in Jammu division. Situated at an altitude of 5,200 feet above sea level, the holy cave shrine of Mata Vaishno Devi or Trikuta Bhagwati has been a beacon of faith and fulfilment to millions of devotees from all over the world. The pilgrims have to undertake a trek of nearly 13 km from the base camp at Katra. At the culmination of their pilgrimage, the pilgrims are blessed with the darshan of the Mother Goddess inside the sanctum sanctorum - the Holy Cave. These darshans are in the shape of three natural rock formations called the Pindies. There are no statues or idols inside the Cave.

Jammu is primarily inhabited by Dogras (primarily Hindus) who speak Dogri (now a scheduled language, however it was earlier considered to be dialect of Punjabi).
Kashmir – The Valley

It is said that Rishi Kashyapa, reclaimed the land of the Kashmir valley from a vast lake, known as “Satisar” cutting the gap in the hills at Baramulla. This land was called “Kashyapamar” which later changed to Kashmir.

Home to many ancient Hindus temples and Islamic mosques, the place is known more for its scenic beauty. Over the centuries the local population had converted to Islam. Till late 1980’s Kashmir was inhabited by Kashmiri Muslims (Sunni sect) who constituted the majority part of population, Kashmiri Hindus & Sikhs. They had coexisted peacefully for centuries.

However in late 1980’s and early 1990’s antisocial & antinational elements aided by external power threatened Hindus & Sikhs with the message “Ralive, Tsaliv ya Galive” – Leave, Convert or Die. This was start of insurgency in Kashmir.

Ladakh – The Cold Desert

The third area of J & K is the Ladakh. Ladakh is inhabited by Shia Muslims & Tibetan Buddhists. Leh is the largest town, followed by Kargil. Leh is the second largest district in India. Two major roads provide land connectivity to Ladakh. The Srinagar-Kargil highway and Manali-Leh highway. Motorcycle enthusiasts all over the world drive in this cold desert to have their share of fun.

J & K – Geographical Area

Jammu extends from Bari Doab (Beas – Ravi basin) in south to Pir-Panjal mountain in north. Kashmir lies between Pir Panjal Mountain in south to Zoji-La in its north east (La means mountain pass). To the north east of Zoji-La is Ladakh. The Askai-Chin part which is further north-eastern is illegally occupied China. To north of Kashmir is Gilgit-Baltistan. Gilgit is the capital of Gilgit-Baltistan, Skardu is the largest city in Gilgit-Baltistan. To west of Kashmir is Pakistan Occupied Jammu & Kashmir (PoJK). Muzzafarbad is the capital of PoJK or Ghulam Kashmir, Mirpur is the largest city of PoJK.

Unification of JK & L and Merger of J & K with Union of India

In the medieval times, Kashmir was under Mughal supremacy. However after the fall of Mughal Empire and with the rise of Sikhs, Ranjit Singh came to power. His Dogra general Gulab Singh took Jammu & Kashmir. Another commander Zorawar Singh under Gulab Singh attached Ladakh to Jammu & Kashmir. After First Anglo-Sikh war, Sikhs lost control of JKL to British through a treaty (Treaty of Lahore dated 9 March 1846). Gulab Singh purchased JKL through another treaty (Treaty of Amritsar dated 16 March 1846). Hari Singh, the last Maharaja of J & K was descendant of Gulab Singh.

There were over 560 kingdoms in India at the time of independence. Most kingdoms sided either with India or with Pakistan. Hari Singh, however, decided to remain neutral. Pakistan sensing the vulnerability of J & K, backed tribesmen & militia to attack J & K on 22 Oct 1947. In order to save the state and its citizens Hari Singh agreed to accede to India. He signed the document of accession on 26 Oct 1947. Indian army then intervened and the status quo
The geographical position at the time of that ceasefire is today known as the Line of Control (LoC). Later, Jawaharlal Nehru on the insistence of Lord Mountbatten took the matter to UN. UN called for plebiscite in J & K, with some guidelines. One of these guidelines mentioned that the area will first be demilitarized by Pakistan, then by India. This, however, could not happen as Pakistan did not demilitarize the area under its side of LOC. 11 treaties between India and Pakistan over a period of 7 decades have not been able to resolve the conflict which India faces on its internal arena.

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**Short Story**

**In the flight from JFK**

Sampa Chakrabarty Lahiri

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The flight for New Delhi left New York’s JFK International Airport on time. Things were the just the way it should have been for the flight attendant Jennifer. All her tasks for the day were done. And all the passengers aboard were well taken care of.

Exhausted after the day’s work, Jennifer wanted to shut her eyes for an hour or two. Her schedule had been an extremely demanding one for the last couple of days.

In the international flight there are hidden bunks for the crew to catch a nap. One has to walk up a short flight of folding stairs to reach a loft which is divided into beds separated by partitions or curtains.

At that hour Jennifer was the only person resting up in the loft. She might have dozed away for a while. Suddenly there was a tap on her feet that woke her up. She thought it to be one of her colleagues. It was, however, a middle aged Punjabi lady in a blue salwar kameez.

Jennifer was a tad annoyed at the start as the passengers are not allowed to enter the rest area of the crew. The lady had apparently traced the nearly concealed entrance to the loft and had climbed up the short flight of stairs.

Before the girl could tell her that she was not permitted up there, the lady broke down. “My husband…. please come, do something, his condition is critical”.

Jennifer sprang into action right away. She ran to check things out.

The face of Mr Yash Mehta was contorted with a chest pain. His face had turned grey. The girl raised an alarm.

She and her colleagues gave him some necessary injections, arranged for clinical oxygen and somehow managed to stabilize his condition. Flight attendants are trained to handle such situations.

The airbus was flying over the North Atlantic Ocean then.

The next morning the old gentleman was feeling better. He called for Jennifer and thanked her profusely.

“How could you know that I am ill?” He asked her.

“Why, it’s your wife of course - she came up to inform me in the sleeping loft”. Jennifer said.

The man went silent for a few moments. Then he broke into sobs. He was carrying his wife home for the last time in a coffin in the same aircraft.
The Nobel Prize in Physiology or Medicine 2016 was awarded to Yoshinori Ohsumi “for his discoveries of mechanisms for autophagy”.

Yoshinori Ohsumi, Professor Emeritus of Tokyo Institute of technology, Yokohama, was born on February 09, 1945, in the picturesque city of Fukoka.

Self eating or autophagy is a process by which our cells reuse their own components to release energy and to bear new functional parts.

Autophagy plays a vital role in cleaning the interiors of the cells.

By recycling a part of the cellular content, it allows our body to cope with starvation and stress.

Autophagy inhibits tumour, eliminates damaged proteins. By capturing invading viruses and bacteria, it is essential for body defense against infection. It boosts immunity by antigen formation.

Autophagy is also required for cell differentiation and embryo development.

Through removal of damaged protein and organelles, autophagy paves way to cell renewal. This prevents aging.

Failure of autophagy may lead to cell aging and diseases of old age. Like Parkinson’s disease, Alzheimers and Type 2 Diabetes.

Trapped in a Lift?

What to do when you are trapped in a lift.

Quickly press all the buttons for all the different levels of the lift. When the emergency electricity supply is activated, it will stop the lift from falling further.

Hold on tight to the handle, if there is any. It is to support your position and prevent you from falling or getting hurt should you lose your balance.

Lean your back and head against the lift wall keeping your back in a straight line. Leaning against the wall is to use it as a support for your back/spine as protection.

Bend your knees.

Your ligament is a flexible, connective tissue. Thus, the impact of fractured bones will be minimized during fall.
PM Narendra Modi may want a “Swachh Bharat” when nations gears up to celebrate 150th birth anniversary of the Father of the nation in 2019, but given fact that with over 0.14 million tonnes of waste being generated everyday by the 1.25 billion people living in India, we are now the world’s third-largest waste generator.

The rate at which the amount of waste generated is increasing, we may notch the notorious top spot. The large amount of waste generated had led to another problem of “site for waste dump” apart from the traditional problems like pollution (air/soil/water). So what are possible solutions?

The three R’s of productivity – Reducing, Recycling & Reusability.

It is generally said that the first step towards a goal is the toughest one. The same is true in path from waste to profit. The need to reduce the waste generated is the first step towards the goal. How to lessen the waste? Lessen the consumption & inventory. Devising & using more efficient ways to something will automatically reduce the consumption e.g. when the world shifted from electrical to electronics the electric power consumption reduced drastically, increased the efficiency with added advantage of using available power for other useful purposes. In addition to this reducing the inventory holding will add to the motive of efficient consumption.

One of the best known examples of low inventory holding & successful efficient utilization of that inventory was shown by Japanese automotive and engine giant Toyota which improvised the technique of Just-In-Time (JIT). Though JIT was adopted more or less in Japan, Toyota was a visible success story. There were valid reasons that pushed Japan to go for JIT. Post World War II, cash crunch made it difficult for Japanese industry to finance big inventory holding, moreover land area crunch didn’t allow industry to hold large inventories. True, our country has area larger than Japan but should industry be allowed to expand at the cost of agricultural land.

However, the reduction cannot go below a minimum level. The inventory that is necessary for daily functioning cannot be foregone. This brings us to next step of recycling. The focus of many recycling programmes done by industry is the cost-effectiveness of recycling. The ubiquitous nature of cardboard packaging makes cardboard a commonly recycled waste product by companies that deal heavily in packaged goods, like retail stores, warehouses, and distributors of goods. Other industries deal in specialized products, depending on the nature of the waste materials that are present. The glass, lumber, wood pulp and paper manufacturers all deal directly in commonly recycled materials. However, old rubber tires may be collected and recycled by independent tire dealers for a profit. As metals are inherently recyclable, the metal stocks in society can serve as huge mines above ground (the term "urban mining" has been coined with this idea in mind). However, the recycling rates of many metals are very low. The recycling rates of some rare metals used in applications such as mobile phones, battery packs for hybrid cars and fuel cells, are so low that unless future end-of-life recycling rates are dramatically stepped up these critical metals will become unavailable for use in modern technology. The construction industry may recycle concrete and old road surface pavement, selling their waste materials for profit. Some industries, like the renewable energy industry and solar photovoltaic technology, in particular, are being proactive in setting up recycling policies even before there is considerable volume to their waste streams, anticipating future demand during their rapid growth. But everything produced cannot be recycled.

This guides us to the third step of reusing. Reuse is the action or practice of using something again, whether for its original purpose (conventional reuse) or to fulfil a different function (creative reuse or repurposing). It should be distinguished from recycling, which is the breaking down of used items to make raw materials for the manufacture of new products. Reuse – by taking, but not reprocessing,
previously used items – helps save time, money, energy, and resources. Financial motivation is one of the main drivers of reuse. One example of conventional reuse is the doorstep delivery of milk in refillable bottles; other examples include the retreading of tires and the use of returnable/reusable plastic boxes, shipping containers, instead of single-use corrugated fiberboard boxes. Reuse has certain potential advantages:

- Energy and raw materials savings as replacing many single use products with one reusable one reduces the number that need to be manufactured.
- Reduced disposal needs and costs.
- Refurbishment can bring sophisticated, sustainable, well paid jobs to underdeveloped economies.
- Cost savings for business and consumers as a reusable product is often cheaper than the many single use products it replaces.
- Some older items were better handcrafted and appreciate in value.

Reduce, recycle, reuse are the part of waste management hierarchy. The hierarchy captures the progression of a material or product through successive stages of waste management, and represents the latter part of the life-cycle for each product. The aim of the waste hierarchy is to extract the maximum practical benefits from products and to generate the minimum amount of waste.

If India intends to take an inaccessible lead on the path of growth, it cannot afford to remain indifferent to “Waste to Profits through Reduce, Recycle & Reuse”.

From waste to profits through Reduce, Recycle, Reuse
Jayanta Mukherjee

Earth is a unique planet where life thrives. The only one in billions of galaxies and even beyond discovered by man, where the search is still on for centuries, of course without success, so far. And this so called magical word, 'life' on this only life supporting planet known so far by mankind, is practically a term used for 'human race' which is growing exponentially with passing of each fragment of time.

Though there are millions of species of plants and animals apart from humans that encompass the ecosphere of earth, man is the one whose needs and dreams to have more, surpasses that of all living on the planet. Increasing human population and its astronomical needs vs. the lonely planet with limited resources – it's a one sided fight.

Over the ages, humans have gone from a simple but to the skyscrapers, from cart on wheels to space shuttles, from a humble chapatti to Pizza in Taj and so on. All this, consuming the scarce resources and of course dumping not only useless but also harmful waste on the planet, in return. So a double whammy of consuming limited resources real fast and spewing out waste, damaging earth even faster. So, need of the hour is, "WE SAVE US" unless we expect an alien to come out of space to save life on earth.

The three pillars of waste management are — Reduce, Reuse and Recycle.

To start with, there is a great learning from the nature itself on the subject. Nature has its own way of cycling its resources as well as waste management. The water cycle is a classic example whereby nature automatically recycles the water from clouds to rain to streams and rivers to sea and then to clouds once again. Similarly the food chain starts with birth of a living being and then ultimate death of the living being, getting mixed in the earth and again giving birth.

Individuals can do their bit by buying or using only that they need — i.e. Reduce their need for wasteful consumption.
Reducing consumption of electricity by switching off lights, fans and ACs when not in use, reducing consumption of water by closing the taps and not wasting water, reducing fuel consumption by using public transport of sharing conveyance and so many other simple habits in our daily life, reduce waste of precious natural resources.

Scientists are doing their bit to extract the most out of the limited resources by inventing more efficient systems, processes and devices that also help reducing wastage of input material as well as energy i.e. fuel or power consumption. Energy saving light bulbs reduce power consumption or electric cars are some of the endless list of examples. One must remember, that apart from reducing the quantum of waste generated there is need for reducing the toxicity of whatever waste is generated also.

A simple example of ‘Reduce’ in organization setup is, invention of e mails and digital memory devices that have reduced wastage of paper as well as waste of precious fuel cost on transfer of information on paper from one location to another distant one. Reducing travel by encouraging video-conferencing for management meetings, is another way of reducing waste of fuel cost of travelling and conveyance. Managers can contribute in a big way by some precision planning at design engineering stage thereby reducing a lot of wastage of resources not actually needed for project execution. All this indirect waste management adding up to the profitability of the organizations.

Reuse is, using fly-ash to make bricks used for building and constructions prevents it from going for landfills. Manure from cow-dung used for organic farming or Bio-mass power plants are excellent examples of Reuse. In today’s scenario, a total industry is setup oh the concept of Re-use. Take the example of CLX. No one ever thought one can make profit out of online resale of used items where the seller and the buyer both are happy.

Recycling on the other hand primarily relates to producing useful products out of plastic, glass, metal, paper and other such waste material that comes out of factory production process or consumer end consumption. This is always better than landfill or incineration, which are the traditional methods of large scale waste disposal. Proper segregation of such waste at the factory stage or the consumer stage itself takes it a big step ahead, in efficient recycling.

The concept of Business Responsibility Reports incorporated in the Annual Reports of corporates and business houses world over, have the investors and shareholders looking into value of the organizations in terms of how they conserve natural resources and recycle waste. For instance, if a company manufactures and sells copper products, it must source its raw material from vendors who in turn use natural friendly means to generate the supply items. Further, apart from manufacturing efficiently and in eco-friendly manner, company is to ensure that when they sell their product to a customer, the customer in turn uses the product most efficiently. Not only that, organizations should follow their products to the end user and collect the used end product after the life cycle of the product and then recycle the scrap, like in case of copper. There are examples galore in other industries as well, for instance, Apparel companies exchanging new Jeans for old and Mobile companies exchanging old for new, which are may be simple step in that direction.

While recycling of water in concentrator plants and sulphuric acid in smelter plants is already a process activity followed by any copper producing unit, Hindustan Copper Limited has pioneered in the area of recycling having implemented two such standalone projects last year. One the plant for recovery of Copper, Nickel and Acid from electrolyte bleed in Indian Copper Complex, Ghatsila. Another is Gujarat Copper Complex,that is based on production of refined copper from secondary route, i.e consumingcopper scrap. The company also plans to recycle copper ore tailings of Khetri Copper Complex and Malanjkhand Copper Complex to produce precious metals like gold and silver apart from magnetite and silica. While these projects add profit to the company from recycling of waste, they also contribute in a big way to the society by reducing pollution.

To conclude, Profits from waste may not be, literally...
speaking, in monetary terms only. By reducing, reusing and recycling waste, what we give to the society is a cleaner environment for happier and longerlife of the future generations. This is greater profit than anything companies can show in their balance sheets. Last but not the least, to continue with the efforts of mankind in this direction, it is very important to spread the culture of saving earth by increasing productivity, to the children as well so that they grow up to be responsible citizens and strive even harder to increase productivity by reduce, reuse and recycle to save the precious earth and in turn give a better future to the generations to come.

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**Slogan Competition on Productivity**

*Change in Mindset & Attitudes to view "Waste" as "Resource"*

Mrs Soma Guha Sikdar, M(Elect)
Prize - I

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*Deliver more than expected*

Ms Chitra Subramaniam, DM(HR)
Prize - II

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*i. Today lets pledge for "All Round Optimum Productivity"*

*ii. 17th February-Day for pledging "All round Optimum Productivity"*

Sh Ranajit Chattopadhyay, M(Admn)
Prize - III

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**Flour as a cure for burns**

Flour has heat absorbent property and also a strong antioxidant property. It helps cure burns within fifteen minutes.

Have a bag of flour handy in the kitchens. In case you burn your hand, put it in the flour for ten minutes, pull it out and you will not even have a blister or pain. For better results, keep the flour in the fridge.
Shri Anupam Anand, Director (Personnel) was invited to the conference as a Keynote Speaker as well as part of the jury. The Conference was structured to familiarize the participants with an eco-system where they could experience the problems and challenges faced by a real life entrepreneur and at the same time, to provide them with an opportunity to solve the real time conundrums. Mr. Anand spoke about the radically changed telecom sector in the last decade. The challenges of data hungry customers to operators having expanded the service portfolios to changed price plans to meet explosive demands to rising capital expenditure underlying the ongoing imperatives to upgrade network capabilities – all issues were touched upon by him. He spoke about the basic characteristics of the telecommunication industry, the ingredients of a globally competitive platform and the need of the hour prerequisites to success in the sector. He also dealt with the different types of business models for start-ups to divulge in different directions in the sector. He concluded his speech by talking about how necessary it is to have a strategy to deal with the various stakeholders of the sector.

He also was involved in judging a group of students who were given a problems statement to deal with in the telecom sector. He adjudged the participants with his expertise in the sector on the business ideas put forward by them. The Entrepreneurship Cell, VIT profusely acknowledge his participation in the even.

Entrepreneurship – Cells VIT organized this conference “Futurepreneurs 2.0” on the 15th and 16th October, 2016.

In order to provide social security benefits to the workers in the unorganised sector, the Government has enacted the unorganised Workers’ Social Security Act, 2008. The 2008 Act stipulates formulation of suitable welfare schemes for unorganised workers on matters relating to: (i) life and disability cover, (ii) health and maternity benefits, (iii) old age protection and (iv) any other benefit as may be determined by the Central Government through the National Social Security Board. Various Schemes, formulated by the Government to provide social security cover to the unorganized workers.

ii) Implementation of Child Labour Laws

Government has enacted the Child Labour (Prohibition & Regulation) Amendment Act, 2016 which came into force w.e.f. 01.09.2016. The Amendment Act completely prohibits the employment of children below 14 years. The amendment also prohibits the employment of adolescents in the age group of 14 to 18 years in hazardous occupations and processes and regulates their working conditions where they are not prohibited. The amendment also provides stricter punishment for employers for violation of the Act and making the offence of employing any child or adolescent in contravention of the Act by an employer as cognizable.
iii) Reserve Bank of India Act Amended

The government has decided to bring the provisions of amended RBI Act regarding constitution of MPC (Monetary Policy Committee) into force on June 27, 2016 so that statutory basis of MPC is made effective. The rules governing the procedure for selection of members of Monetary Policy Committee and terms and conditions of their appointment and factors constituting failure to meet inflation target under the MPC framework have also been notified on June 27, 2016. The six-member Committee — tasked with bringing “value and transparency to monetary policy decisions” — will comprise three members from RBI, including the Governor, who will be the ex-officio chairperson, a Deputy Governor and one officer of the central bank. The other three members will be appointed by the Centre on the recommendations of a search-cum-selection committee. These three members of MPC will be experts in the field of economics or banking or finance or monetary policy and will be appointed for a period of four years and shall not be eligible for re-appointment.


Sub Section 145 of Income tax Act, 1961 provides that the incomes chargeable under the heads “Profits and gain of business or profession” or “Income from other sources” shall be subject to the provisions of the Sub-section 2 and will be computed in accordance with either cash or mercantile system of accounting regularly employed by the assessee. Sub section 2 of Section 145 provides that the Central Government may notify Income Computation and disclosure Standards for any Class of assessee or for any class of income. The new draft of income computation and disclosure has been uploaded on the Finance Ministry website and Income tax department website for comments of stakeholders and public.

[B] Landmark Judgments

i) BIFR, AAIFR Not Competent to Issue Directions to Non-Sick Industrial Company, held SC

The Supreme Court in President J.K. Synthetics Mazdoor Union, Kota vs. Arfat Petrochemicals Pvt. Ltd., has reiterated that the Board for Industrial and Financial Reconstruction (BIFR) has no competence to issue directions under Section 22A of the Sick Industrial Companies (Special Provisions) Act, 1985, to a company that is not a sick industrial company.

ii) Supreme Court Changes ground rule under Section 138 of Negotiable Instruments Act to prosecute a person who had presented the cheque which bounced for insufficiency of funds.

By a landmark judgment, Dashrath Roopsingh Rathod Vs. State of Maharashtra & Anr., Supreme Court has changed the basic criteria under Section 138 of Negotiable Instruments Act which is to prosecute a person who had presented the cheque which had been returned due to insufficiency of funds or if the amount exceeds the amount in the bank of the payer. Earlier, a case under Section 138 could be initiated by the holder of the cheque at his place of business or residence. But, a bench of justices TS Thakur, Vikramjit Sen and C Nagappan ruled that the case has to be initiated at the place where the branch of the bank on which the cheque
was drawn is located. And the judgment would apply retrospectively. This means, lakhs of cases pending in various courts across the country would witness an interstate transfer of cheque bouncing cases.

iii) Eligible candidates have a fundamental right to be considered for promotion against the vacancy and promoted if suitable

In the case of Maj Gen HM Singh, VSM v. Union of India and ANR. [Civil appeal no. 192 of 2014 (arising of SLP (c ) no. 2008 of 2010)], the question is whether the non-consideration of Maj Gen Singh’s claim would “violate the fundamental rights vested in him under Articles 14 and 16 of the Constitution of India”. Answering its query in affirmative, with a rider that it was subject to authorities being desirous of filling the vacancy of a Lt Gen’s post when it became available on Jan 1, 2007, the court said that in the case of Maj Gen Singh, the authorities were desirous of filling up the said vacancy in the Defence Research and Development Organisation (DRDO). The court rejected the government’s plea that at the time of considering Maj.Gen.Singh for promotion, he was on extension of service. Granting promotion to Maj Gen Singh as Lt. Gen. from the date due to him, the court said that he would be treated as being on service till Feb 28, 2009 when he would have attained the age of 60 years, and would be entitled to “allmonetary benefits which would have been due to him, on account of his promotion to the rank of Lt Gen till his retirement on superannuation, as also, to revised retirement benefits which would have accrued to him on account of such promotion”.

iv) Regarding lowering of qualifying marks lowering the standard for evaluation for SC/ST candidates for reservation in promotion to be declared as legal-

In the case of Rohtas Bhankhar & Others v. Union of India [Civil appeal no. 6046- 6047 of 2004], it was held, that the principle of allowing lowering of qualifying marks for SC/ST candidates is a sound principle and the same not be changed- Results of the candidates be calculated again after allowing them the benefit.

v) Supreme Court issued notices to Centre and States upon Public Interest Litigation filed for Uploading FIR in Police Websites within 24 Hours

Supreme Court of India has issued notice to Centre and all State Governments on a PIL seeking uploading of First Information Report in Police websites within 24 hours of its registration. The Petitioner averred that the F.I.R is a public document; however, to obtain a copy of F.I.R from the police is not an easy task for the general public. Therefore, if the F.I.R is put to websites it would be in the larger public interest and the same will also avoid many difficulties being faced by the general public.

[C] Miscellaneous: Other Updates

i) Certain bills introduced in the Parliament this year

Certain upcoming legislations which are being introduced as bills in the parliament this year are: The Lokpal and Lokayuktas (Amendment) Bill, 2016, The Mines and Minerals (Development and Regulation) Amendment Bill, 2016, The Bureau of Indian Standards Bill, 2015.

ii) Apex Court asks SEBI to be strict with companies that indulge in manipulative practices

The Supreme Court has directed SEBI to act strict against any company that resorts to deceptive and manipulative tactics as part of their business strategy. The judgment assumes importance considering the fact that it has been delivered at a crucial time when Sahara group and many chit fund companies are in the limelight for unlawfully collecting money from the masses by promising them lucrative returns. Experts are also of the opinion that the judgment will now empower market regulators to deal sternly with such companies. The bench also observed that people with money and power and in management of the companies, more often than not, command a lot more respect in society compared to their investors and subscribers. It also urged that the media should not do anything that could mislead the masses in their forecast on the securities market.

iii) Raipur inaugurated the First Commercial Dispute Resolution Centre and Commercial Court

India’s first Commercial Dispute Resolution Centre and Commercial Court has been inaugurated in Raipur. It also consists of arbitration centre and a mediation centre. It will help the investors and business world. The premises house ultra-modern facilities such as video-conferencing, e-court, e-library, e-filing and e-summons.
Be Better Prepared For 2017 With These 8 Leadership Trend Projections

2017 is slowly approaching, and with a new year comes new challenges. Personal challenges. Team challenges. Organizational and leadership challenges. While my crystal ball is far from being 100% accurate, there are certainly leadership trends from this year that can be projected into next. Here are eight leadership trend projections for 2017:

1. More “we,” less “me.”
   Funny how research on teams has been around for over 20 years but when Google released what they learned about teams and teamwork, it becomes news. It’s no secret that team performance drives business performance, and leaders are beginning to realize that dividing their organizations into areas of functional expertise (i.e. silos) does nothing to promote the panoramic view and understanding employees need to make accurate and timely decisions. The greater employees’ awareness about their company’s internal and external (i.e. competitive) environments, the faster they can make decisions and the faster their company can adapt. Knowledge sharing and cross-pollination between business functions must be a process rather than a “nice to have.”

2. Increased attention on curiosity.
   Curiosity has topicality been a leadership trend throughout 2016 and will continue into 2017. The beauty about curiosity is that it fosters creativity and innovation; it incites opportunity and sparks growth potential. To stay competitive, companies must be willing and able to move out of the complacency of success that defined them today and continually question the status quo so they can create a better tomorrow. Organizational curiosity does just that—it feeds people’s innate desire to know more, and when you know more, you can be more by doing more.

   The smart option for industry leaders is to capitalize on the millennial workforce population given that they (millennials) comprise the majority of the labor force today, and one motivating factor for millennials is personal and professional development. One 2017 leadership trend for preventing the millennial job-hop will be increased mentorship opportunities. After all, people analytics is huge today and growing, which means more products and services will arise affording everything from decision making to building better habits.

   The key to learning is personalization. Technology allows learning to be optimized and catered to the learner’s preferred style, pace, interests and goals. Shorter, bite-sized learning segments ranging from one to three minutes are more palatable and less overwhelming to undertake than their 30 to 60 minute course counterparts.

5. From full-time to 1099.
   The business model of full time employment no longer makes sense. From an enterprise perspective, the costs of employer-provided healthcare, insurance and retirement options aren’t getting any cheaper, especially if you want to attract top talent. Take virtual assistance, for example. With a virtual assistant, you receive the same service minus the costs associated with full time employment. On the flip side, if you’re in the job market looking for work and you don’t like the options offered by a potential employer but you like the work itself, then you’re stuck with what they offer. Enter the 1099, or independent contractor. The tax benefits of working as a 1099 are too many to count, not to mention the freedom to choose the work you want (or don’t).

   Research by the IDC points to greater customer control as one leadership trend for 2017. Specifically, the report projects that a fifth of industry leaders will be able to allow customers greater customization options for product and service bundles, affording greater control and personalizing the customer experience.

7. Increased focus on networks.
   Along similar lines, Deloitte’s 2016 human capital trends report indicates that the number one dilemma organizational leaders face is how to stay competitive—structurally—
amidst constant and ongoing change, and the realization they’re having is that matrices and hierarchies of the 1980s no longer work. The challenge now is translating how work is claimed to get done (think of the company org chart) with how it actually is (through relationships and networks). It’s making the intangible tangible and proceduralizing it that's the challenge.

For leaders to keep their companies competitive throughout 2017 they’ll need people who can not only lead their own team but also work and collaborate across teams; it's the difference between teamwork and teaming. The skill and willingness of tomorrow’s employees to work cross-functionally demands new training and new expertise that doesn’t come from the outdated hierarchical models of yesterday.

8. Reevaluated incentives.

One common challenge across organizations today is their reward system. While many leaders place a premium on teams and teamwork, the reward structure favors individuals. You receive what you reward, and if you want to reward collaboration, learning and shared wins, you have to incentivize it. If you aren’t sold on team-based incentives, look no further than the latest Wells Fargo fiasco.

Ransomware has become one of the most widespread and damaging threats that internet users face. Since the infamous CryptoLocker first appeared in 2013, we have seen a new era of file-encrypting ransomware variants delivered through spam messages and Exploit Kits, extorting money from home users and businesses alike.

The current wave of ransomware families can have their roots traced back to the early days of FakeAV, through “Locker” variants and finally to the file-encrypting variants that are prevalent today. Each distinct category of malware has shared a common goal – to extort money from victims through social engineering and outright intimidation. The demands for money have grown more forceful with each iteration.

Even though most companies have extensive security mechanisms in place, such as virus scanners, firewalls, IPS systems, anti-SPAM/anti-virus-email-gateways and web filters, we are currently witnessing large numbers of infections worldwide with ransomware infections, such as Cryptowall, TeslaCrypt and Locky. Files on computers and network drives are encrypted as part of these infections in order to blackmail the users of these computers to pay a sum of money, usually in the region of USD 200-500, for the decryption tool.

**A common infection scenario may look like this:**

A user receives an email that comes from a seemingly plausible sender with an attached document, a parcel service with attached delivery information or an external company with an attached invoice.

The email attachment contains an MS Word or Excel document with an embedded macro. If the recipient opens the document a macro will attempt to start automatically, executing the following actions: It tries to download the actual ransomware payload from a series of web addresses that only exist momentarily. If a web address cannot be reached, the next one is accessed until the payload has been downloaded successfully.

The macro executes the ransomware.

The ransomware contacts the command & control server of the attacker, sends information about the infected computer and downloads an individual public key for this computer. Files of certain types (Office documents, database files, PDFs, CAD documents, HTML, XML etc.) are then encrypted on the local computer and on all accessible network drives with this public key.

Automatic backups of the Windows operating system (shadow copies) are often deleted to prevent this type of data recovery.

A message then appears on the user’s desktop, explaining how a ransom (often in the form of bitcoins) can be paid within a time frame of e.g. 72 hours to ensure delivery of a suitable decryption tool with the private key that is only available in the attacker’s system.

The ransomware will then delete itself leaving just the encrypted files and ransom notes behind.
This is just an example of how such an infection scenario may play out. While email is a popular technique to spread these threats, by no means is it the only approach. Exploit kits are also common and, for example, the Angler exploit kit has been widely used to spread CryptoWall.

The rise of malicious JavaScript attachments
As awareness of the dangers of booby trapped documents grows, crooks are increasingly turning to JavaScript attachments to spread ransomware. This approach is proving effective because:

Windows hides file extensions by default, so README.TXT.JS shows up as README.TXT, making it look mostly harmless.

Windows uses an icon for script files that looks like a scroll of paper (because scripts are stored as text files), adding to the sense of harmlessness.

Browser JavaScript has become much safer in recent years, thanks to a proactive attitude to security by browser makers, and to the "sandbox" in which web pages load and execute. As a result JavaScript is often considered safe.

Almost all email clients have blocked JavaScript inside messages for many years.

As a result, it feels as though there should be nothing to lose in opening script files. The problem is that when you launch a JavaScript file that's been saved to disk, it's no longer "sandboxed" by your email programme or your browser. It can do anything that a regular application (.EXE file) can do - including downloading and running other applications, such as ransomware.

Best practices to avoid Ransomware to Some extent

Backup regularly and keep a recent backup copy off-site. There are dozens of ways other than ransomware that files can suddenly vanish, such as fire, flood, theft, a dropped laptop or even an accidental delete. Encrypt your backup and you won’t have to worry about the backup device falling into the wrong hands.

Don’t enable macros in document attachments received via email. Microsoft deliberately turned off auto-execution of macros by default many years ago as a security measure. A lot of malware infections rely on persuading you to turn macros back on, so don’t do it!

Be cautious about unsolicited attachments. The crooks are relying on the dilemma that you shouldn’t open a document until you are sure it’s one you want, but you can’t tell if it’s one you want until you open it. If in doubt, leave it out.

Don’t give yourself more login power than you need. Most importantly, don’t stay logged in as an administrator any longer than is strictly necessary, and avoid browsing, opening documents or other “regular work” activities while you have administrator rights.

Consider installing the Microsoft Office viewers. These viewer applications let you see what documents look like without opening them in Word or Excel itself. In particular, the viewer software doesn’t support macros at all, so you can’t enable macros by mistake!

Patch early, patch often. Malware that doesn’t come in via document macros often relies on security bugs in popular applications, including Office, your browser, Flash and more. The sooner you patch, the fewer open holes remain for the crooks to exploit.

Keep informed about new security features added to your business applications. For example, Office 2016 now includes a control called "Block macros from running in Office files from the internet" which helps protect you from external malicious content without stopping you using macros internally.

Open .JS files with Notepad by default. This helps protect against JavaScript borne malware by enabling you to identify the file type and spot suspicious files.

Show files with their extensions. Malware authors increasingly try to disguise the actual file extension to trick you into opening them. Avoid this by displaying files with their extensions at all times.

Avoid installing pirated Software/Free Software/Games, as these are venerable to internet malicious codes and downloads malicious codes which compromises with your laptop/desktop/mobile

Ransomware is a very present risk for all organizations, and indications suggest that it is not going away any time soon. It is therefore essential to take immediate steps to secure your organization against this type of attack. By following both the short and longer term recommendations outlined in this document, organizations will take significant steps to protect themselves against ransomware infections.

Source: Sophos blog post on ransomware
The satyagraha was a crucial starting point — the yoking of peasant unrest to the national movement

Irfan Habib, April 26, 2017 12:41 am

Mahatma Gandhi’s handling of the Champaran struggle proved to be a model of serious leadership. (File Photo)

At a moment when the ideals and events of our national movement seem to be fading from public memory, it is gratifying that there should be a celebration in this country of the centenary of one of the most remarkable episodes of modern Indian history, the Champaran Satyagraha of 1917, that opened a new phase in the national movement by joining it to the great struggle of the Indian peasantry for bread and land. Ever since Plassey (1757), British rule meant a constant exploitation of India, the main burden of which had fallen on its peasants, artisans and the labouring poor. It has been the great intellectual achievement of the early nationalists that they were able to show how the twin processes of the drain of wealth and de-industrialisation had ruined India...

The impoverishment of India which the early nationalists so ably exposed was largely accomplished through means in which Englishmen themselves hardly ever appeared as the exploiters: The land revenue was exacted through zamindars or native officials; English goods, destroying Indian crafts, were sold by Indian shopkeepers and hawkers. It was mainly in plantations and mines that the Englishman appeared directly as the oppressor. Among plantations, it was the indigo plantations where such oppression had the longest history.

Indigo was a celebrated product of India, down the centuries, raised and processed locally by peasants. But in the 17th century, European-owned slave plantations in the West Indies also began to produce it, the extraction process they used being improved immensely by the use of boilers. When the English conquered Bengal, European indigo planters appeared soon enough. Obtaining zamindaris, they coerced peasants into raising indigo, for the dye to be processed out of the plants in their “factories”. The coercion exercised by European planters on peasants to raise indigo and sell it cheaply to them — under methods portrayed in Bandhu Mitra’s famous Neel Darpan (1860) — led to peasant “disturbances” in Nadia in Bengal in 1859 and 1860. But these were suppressed by the administration.

Indigo plantations extended into Bihar where European planters used the zamindari system to force their peasant tenants to bow to their will. Where they could not buy zamindaris, they obtained leases from local zamindars, and in the form of “thekadars”, exercised the same rights over peasants. In Champaran district of Bihar, most European planters obtained thekas or leases for whole villages from the large Bettiah zamindari. Here, as the demand for indigo grew with expanding textile imports, the planters imposed what came to be known as the tinkathia system, peasants being forced to raise indigo on the best parts of their rented lands.

A crisis occurred when a synthetic dye was developed in Germany in the late 1880s. Since natural indigo dye could not compete, indigo exports from India declined in value from Rs 4.75 crore in 1894-95 to Rs 2.96 crore five years later. As indigo prices and the planters’ profits fell, the planters began correspondingly to increase the rent-burden on the peasants, invoking their rights as zamindars...

Alongside these exactions, the planters made full use of the traditional zamindari practice of begar, forced unpaid or ill-paid labour, requisitioning at will the peasant’s cattle, plough and carts, or compelling them to provide labour for their plantations. In other words, the planters tried to throw the entire burden of the crisis caused by competition from synthetic indigo onto the shoulders of the peasants, while safeguarding or even increasing their own profits...

Gandhi’s handling of the Champaran struggle proved to be a model of serious leadership. He was stepping into an area where the peasants had been kept suppressed for so long that no “satyagraha” of the form he had led in South Africa could be organised. He therefore announced that he had come only to study conditions and collect information, for which he was able to gather a group of intrepid men, including his principal assistant here, Brajkishore Prasad
and the future principal Congress leaders of Bihar, Rajendra Prasad and Acharya Kripalani. He and his group began to move among peasants and record their grievances. This was the form and substance of the Champaran Satyagraha...

Finally, the government capitulated. No less a person than E.A. Gait, the Lt. Governor of Bihar and Orissa, along with the Chief Secretary, H. McPherson, held a long meeting with Gandhiji on June 5 at Ranchi. Here, a settlement was worked out. A committee of enquiry, with such broad terms of reference as to cover all the matters that were relevant to peasants’ grievances, was to be instituted, the committee was to include Gandhiji as member along with a representative of planters and another of zamindars, and three British officials, including the president of the committee. All the evidence that Gandhiji had collected could be placed before it. It was assumed its recommendations would be honoured by the government. In return, Gandhiji agreed to terminate his campaign of collecting peasant grievances.

The mass movement at Champaran, revolving around the recording of grievances, was over. But the actual work of alleviating the grievances had now to be taken up. Again, it is a sign of Gandhiji’s mature leadership that he took up work on this committee with the greatest care and earnestness. He attended all its meetings, presented full evidence before it and was alert in assessing promptly all the proposals that were put before it...

The major recommendations of the committee required certain changes to be embodied in law and so, the government ordered a law to be prepared in the very month of October 1917, taking the form of the Champaran Agrarian Act, 1918. It is characteristic of Gandhiji that he also scrutinised the draft bill and suggested changes in its text to protect tenants’ interests. Characteristically, he spent little time in celebrating the huge success he had achieved for the peasants and the poor of Champaran.

The writer is an eminent historian. Excerpted from a lecture delivered at the Constitution Club of India,
USG – Ultrasound Sonography, the determination of gender in the womb itself became easier. Women were counselled and told that they could go for few male children rather than both male and female children. The female foetus could be aborted. The think tanks obviously realized the mistake after members for civil society and social workers opposed it. But “The Die was cast”. People had come to realize what they could do. These counsellors later open businesses to “help” people to have male offsprings only.

A darker trend as caught up – “The Human Trafficking”. Girls are being trafficked from Bihar, Jharkhand, Chhattisgarh, Odisha, West Bengal etc. in the name of marriage. The girls don’t have a say in matters of family. Many a times these girls are forced to have conjugal relations with other male members in same family as are treated as “bought” commodities. These commodities may then be resold. The irony is – Girls in India are worshipped as incarnation of Goddesses.

Government of India has taken a serious view of the problem. The following two Acts were amended to curb the problem:

- **Medical Termination of Pregnancy Act (MTP).** The act makes doesn’t make abortion completely illegal in India but illegalizes gender selective abortion.
- **Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse).** The PNDT forbids from determining the gender of foetus.

The legal framework is not proving to be sufficient to curb the problem. Exemplary punishment needs to be given to doctors and medical practitioners who carry out these notorious task. South Korea successfully curbed this problem by punishing such doctors and medical practitioners.

However to solve and eradicate the problem a change in the mindset of society is required. We need to prepare youth to move away from this social vice. The empowerment of women and strengthening of women’s rights through
Following are the answers to the various frequently asked questions relating to GST:

**Question 1. What is GST? How does it work?**

**Answer:** GST is one indirect tax for the whole nation, which will make India one unified common market. GST is a single tax on the supply of goods and services, right from the manufacturer to the consumer. Credits of input taxes paid at each stage will be available in the subsequent stage of value addition, which makes GST essentially a tax only on value addition at each stage.

The final consumer will thus bear only the GST charged by the last dealer in the supply chain, with set-off benefits at all the previous stages.

**Question 2. What are the benefits of GST?**

**Answer:** The benefits of GST can be summarized as under:

- **For business and industry**

  - **Easy compliance:** A robust and comprehensive IT system would be the foundation of the GST regime in India. Therefore, all tax payer services such as registrations, returns, payments, etc. would be available to the taxpayers online, which would make compliance easy and transparent.

  - **Uniformity of tax rates and structures:** GST will ensure that indirect tax rates and structures are common across the country, thereby increasing certainty and ease of doing business. In other words, GST would make doing business in the country tax neutral, irrespective of the choice of place of doing business.

  - **Removal of cascading:** A system of seamless tax-credits throughout the value-chain, and across boundaries of States, would ensure that there is minimal cascading of taxes. This would reduce hidden costs of doing business.

  - **Improved competitiveness:** Reduction in transaction costs of doing business would eventually lead to an improved competitiveness for the trade and industry.

  - **Gain to manufacturers and exporters:** The subsuming of major Central and State taxes in GST, complete and comprehensive set-off of input goods and services and phasing out of Central Sales Tax (CST) would reduce the cost of locally manufactured goods and services. This will increase the competitiveness of Indian goods and services in the international market and give boost to Indian exports. The uniformity in tax rates and procedures across the country will also go a long way in reducing the compliance cost.

- **For Central and State Governments**

  - **Simple and easy to administer:** Multiple indirect taxes at the Central and State levels are being replaced by GST. Backed with a robust end-to-end IT system, GST would be simpler and easier to administer than all other indirect taxes of the Centre and State levied so far.

  - **Better controls on leakage:** GST will result in better tax compliance due to a robust IT infrastructure. Due to the seamless transfer of input tax credit from one stage to another in the chain of value addition, there is an in-built mechanism in the design of GST that would incentivize tax compliance by traders.

  - **Higher revenue efficiency:** GST is expected to decrease the cost of collection of tax revenues of the Government, and will therefore, lead to higher revenue efficiency.
would levy and collect Central Goods and Services Tax (CGST), and States would levy and collect the State Goods and Services Tax (SGST) on all transactions within a State. The input tax credit of CGST would be available for discharging the CGST liability on the output at each stage. Similarly, the credit of SGST paid on inputs would be allowed for paying the SGST on output. No cross utilization of credit would be permitted.

Question 5. How would a particular transaction of goods and services be taxed simultaneously under Central GST (CGST) and State GST (SGST)?

Answer: The Central GST and the State GST would be levied simultaneously on every transaction of supply of goods and services except on exempted goods and services, goods which are outside the purview of GST and the transactions which are below the prescribed threshold limits. Further, both would be levied on the same price or value unlike State VAT which is levied on the value of the goods inclusive of Central Excise.

A diagrammatic representation of the working of the Dual GST model within a State is shown in Figure 1 below.

Question 6. Will cross utilization of credits between goods and services be allowed under GST regime?

Answer: Cross utilization of credit of CGST between goods and services would be allowed. Similarly, the facility of cross utilization of credit will be available in case of SGST. However, the cross utilization of CGST and SGST would not be permitted.

For the consumer

- Single and transparent tax proportionate to the value of goods and services: Due to multiple indirect taxes being levied by the Centre and State, with incomplete or no input tax credits available at progressive stages of value addition, the cost of most goods and services in the country today are laden with many hidden taxes. Under GST, there would be only one tax from the manufacturer to the consumer, leading to transparency of taxes paid to the final consumer.

- Relief in overall tax burden: Because of efficiency gains and prevention of leakages, the overall tax burden on most commodities will come down, which will benefit consumers.

Question 3. Which taxes at the Centre and State level are being subsumed into GST?

Answer: At the Central level, the following taxes are being subsumed:

a. Central Excise Duty,

b. Additional Excise Duty,

c. Service Tax,

d. Additional Customs Duty commonly known as Countervailing Duty, and

e. Special Additional Duty of Customs.

At the State level, the following taxes are being subsumed:

a. Subsuming of State Value Added Tax/Sales Tax,

b. Entertainment Tax (other than the tax levied by the local bodies), Central Sales Tax (levied by the Centre and collected by the States),

c. Octroi and Entry tax,

d. Purchase Tax,

e. Luxury tax, and

f. Taxes on lottery, betting and gambling.

Question 4. How would GST be administered in India?

Answer: Keeping in mind the federal structure of India, there will be two components of GST – Central GST (CGST) and State GST (SGST). Both Centre and States will simultaneously levy GST across the value chain. Tax will be levied on every supply of goods and services. Centre
be allowed except in the case of inter-State supply of goods and services under the IGST model which is explained in answer to the next question.

**Question 7. How will be Inter-State Transactions of Goods and Services be taxed under GST in terms of IGST method?**

**Answer:** In case of inter-State transactions, the Centre would levy and collect the Integrated Goods and Services Tax (IGST) on all inter-State supplies of goods and services under Article 269A (1) of the Constitution. The IGST would roughly be equal to CGST plus SGST. The IGST mechanism has been designed to ensure seamless flow of input tax credit from one State to another. The inter-State seller would pay IGST on the sale of his goods to the Central Government after adjusting credit of IGST, CGST and SGST on his purchases (in that order). The exporting State will transfer to the Centre the credit of SGST used in payment of IGST.

The importing dealer will claim credit of IGST while discharging his output tax liability (both CGST and SGST) in his own State. The Centre will transfer to the importing State the credit of IGST used in payment of SGST. Since GST is a destination-based tax, all SGST on the final product will ordinarily accrue to the consuming State.

A diagrammatic representation of the working of the IGST model for inter-State transactions is shown in Figure 2 below.

**Question 8. How will IT be used for the implementation of GST?**

**Answer:** For the implementation of GST in the country, the Central and State Governments have jointly registered Goods and Services Tax Network (GSTN) as a not-for-profit, non-Government Company to provide shared IT infrastructure and services to Central and State Governments, tax payers and other stakeholders. The key objectives of GSTN are to provide a standard and uniform interface to the taxpayers, and shared infrastructure and services to Central and State/UT governments.

GSTN is working on developing a state-of-the-art comprehensive IT infrastructure including the common GST portal providing frontend services of registration, returns and payments to all taxpayers, as well as the backend IT modules for certain States that include processing of returns, registrations, audits, assessments, appeals, etc. All States, accounting authorities, RBI and banks, are also preparing their IT infrastructure for the administration of GST.

There would no manual filing of returns. All taxes can also be paid online. All mis-matched returns would be auto-generated, and there would be no need for manual interventions. Most returns would be self-assessed.

**Question 9. How will imports be taxed under GST?**

**Answer:** The Additional Duty of Excise or CVD and the Special Additional Duty or SAD presently being levied on imports will be subsumed under GST. As per explanation to clause (1) of article 269A of the Constitution, IGST will be levied on all imports into the territory of India. Unlike in the present regime, the States where imported goods are consumed will now gain their share from this IGST paid on imported goods.

**Question 10. What are the major features of the Constitution (122nd Amendment) Bill, 2014?**

**Answer:** The salient features of the Bill are as follows:

- a. Conferring simultaneous power upon Parliament and the State Legislatures to make laws governing goods and services tax;

- b. Subsuming of various Central indirect taxes and levies such as Central Excise Duty, Additional Excise Duties, Service Tax, Additional Customs Duty commonly known as Countervailing Duty, and Special Additional Duty of Customs;
c. Subsuming of State Value Added Tax/Sales Tax, Entertainment Tax (other than the tax levied by the local bodies), Central Sales Tax (levied by the Centre and collected by the States), Octroi and Entry tax, Purchase Tax, Luxury tax, and Taxes on lottery, betting and gambling;
d. Dispensing with the concept of ‘declared goods of special importance’ under the Constitution;
e. Levy of Integrated Goods and Services Tax on inter-State transactions of goods and services;
f. GST to be levied on all goods and services, except alcoholic liquor for human consumption. Petroleum and petroleum products shall be subject to the levy of GST on a later date notified on the recommendation of the Goods and Services Tax Council;
g. Compensation to the States for loss of revenue arising on account of implementation of the Goods and Services Tax for a period of five years;
h. Creation of Goods and Services Tax Council to examine issues relating to goods and services tax and make recommendations to the Union and the States on parameters like rates, taxes, cesses and surcharges to be subsumed, exemption list and threshold limits, Model GST laws, etc. The Council shall function under the Chairmanship of the Union Finance Minister and will have all the State Governments as Members.

Question 11. What are the major features of the proposed registration procedures under GST?
Answer: The major features of the proposed registration procedures under GST are as follows:

i. **Existing dealers:** Existing VAT/Central Excise/Service Tax payers will not have to apply afresh for registration under GST.

ii. **New dealers:** Single application to be filed online for registration under GST.

iii. The registration number will be PAN based and will serve the purpose for Centre and State.

iv. Unified application to both tax authorities.

v. Each dealer to be given unique ID GSTIN.

vi. Deemed approval within three days.

vii. Post registration verification in risk based cases only.

Question 12. What are the major features of the proposed returns filing procedures under GST?
Answer: The major features of the proposed returns filing procedures under GST are as follows:

a. **Common return** would serve the purpose of both Centre and State Government.

b. There are eight forms provided for in the GST business processes for filing for returns. Most of the average tax payers would be using only four forms for filing their returns. These are return for supplies, return for purchases, monthly returns and annual return.

c. **Small taxpayers:** Small taxpayers who have opted composition scheme shall have to file return on quarterly basis.

d. Filing of returns shall be completely online. All taxes can also be paid online.

Question 13. What are the major features of the proposed payment procedures under GST?
Answer: The major features of the proposed payments procedures under GST are as follows:

i. Electronic payment process- no generation of paper at any stage

ii. **Single point interface for challan generation - GSTN**

iii. Ease of payment – payment can be made through online banking, Credit Card/Debit Card, NEFT/RTGS and through cheque/cash at the bank

iv. Common challan form with auto-population features

v. Use of single challan and single payment instrument

vi. **Common set of authorized banks**

vii. **Common Accounting Codes**
Motivation not only forces an individual to perform for which they are hired but also stimulus for personal advancement in their life. Performance is described as ability of the person to perform a task which includes skills & competence of the person. Ability alone is not enough to perform. Along with ability individual should have desire to accomplish a particular task. Therefore, motivation is described as a set of forces that cause people to behave in certain ways.

Motivation process starts with need identification. Needs are felt deprivations which the individual experiences it may be psychological, physiological & social. These deprivations act as energizers. Deprivations force the individual to search for ways to reduce them and engage in goal directed behaviour like employee striving to advance would like to work on major problems to gain visibility & influence with senior management. Promotions & raises are two ways that organisation seek to maintain desirable behaviors. They are signals to employees that their needs for advancement & recognition are appropriate. Once the employees have received either rewards or punishments, they reassess their needs.

Motivated employees are always looking for better ways to do a job, more quality oriented & more productive than apathetic workers. Every organisation requires human resources, in addition to financial & physical resources for its function, so 3 behavioral dimensions of HR are significant to organisation.

(i) People must be attracted not only to join the organisation but also to remain in it.

(ii) People must perform the tasks for which they are hired & must do so in dependable manner.

(iii) People must go beyond this dependable role performance & engage in some form of creative, spontaneous and innovative behaviour at work.

Though the framework of motivation indicates that motivation is a simple process but in reality, the task is difficult due to diverse changing workforce. Employee join organisation with different needs & expectations. Their values, belief, backgrounds, lifestyles, perceptions & attitudes are different. However there is no shortage of models, strategies, and tactics for motivating employees, motivational theories are studied as under.

I) Scientific management is the set of methods & techniques that stresses the scientific study & organisation of work at operational level for the purpose of increasing efficiency.

II) Elton Mayo in his Human Relation Approach reviled that the social contacts which the worker had at workplace were also important & that the boredom & repetitiveness of tasks were themselves factors in reducing motivation. Manager should motivate employees by acknowledging their social needs so that employees feel useful & important.

III) Maslow’s in his need hierarchy theory stated that only unsatisfied needs can influence behaviour of an individual. Maslow arranged needs in order of their importance or hierarchy from basic to the complex and persons moves to next level of hierarchy as soon as the lower level need is minimally satisfied.
IV) Alderfer agreed that needs are important determinants of human behaviour and in his ERG theory stated that more than one need may be operative at the same time. Alderfer also stated that when a higher level need is frustrating, the individuals desire to increase a lower level need.

V) David C McClelland in his Achievement motivation theory envisage that each person has a need for all the three (Need for achievement, need for power and need for affiliation), but people differ in degree to which the various needs motivate their behaviour.

Other theories are also propagating various ways to motivate employees. Although motivation is a tough challenge and no ‘one fits’ approach to motivation, appropriate method shall be picked up to treat the needs of the organisation and applied to motivate employees.
Scorching Heat

In this extreme hot year,
We are left in tire and fear.
Trying to hide from the scorching heat,
Perspiring so much, we slip off our rest!
Trying to make a plan
Of how to sit under the fan.
Drinking water every moment or so,
And crying out our heart, oh heat, you are my biggest foe!
Growing ignorant in this weather,
Even birds wanna shake off all their feather
Feeling angry and going insane
Hopefully praying for some rain.
Want to miss classes now and then,
Even the ink evaporates from the pen!
Head aches and stomach aches are attacking everyone.
Missing class and going to the sickroom we have lots of fun!

But finally, last night, we had generous bit of rain,
And people, immensely gleeful, started dancing merrily in the wet lane.
Oh yesterday’s night went so sweet,
We said goodbye to AC, and said - some day we’ll again meet!

- Anvita Tripathi

Dear Readers,

This issue brings you a wide canvas of things. Apart from updating you about the Company, we strive hard to inform you about health, finance, lifestyle and other contemporary topics.

Our efforts are on to improve Tamralipi with every edition. In sync with our efforts, your contributions, comments and suggestions are extremely essential for the success of our journal.

You are welcome to write to us on any topic of your choice.

Do let us know how you want your house magazine to be. Let us put in our collective strength to make the forthcoming issues better and more relevant.

With every issue of the journal, we are including a feedback form that can be torn and sent to us. We will appreciate your ratings and comments on it.

Do write to us at : sampa_l@hindustancopper.com

You can also send your comments by post to the Corporate Communication Department, Corporate Office, Kolkata.

Regards,

Sampa C Lahiri

AGM (A&CC)
RIGHT NOW
Postponing any pending work for tomorrow
Is nothing but to invite sorrow
Because by the time tomorrow comes
More pending work are added, as in sums

And then we tend to do things in haste
Result is that our efforts go waste
We move away from success
Gradually our targets become meaningless

Remedy is very easy
We should not become lazy
We all should take a vow
The most important time is right now

Time, which passes does not come back
Therefore, in our promptness we should not become slack
We may not be able to perform all tasks successfully
But what matters is that efforts should be made fully

It is not important whether we fail or succeed
Dedication and sincerity are what we need
And if we do things truthfully
We will achieve success ultimately

FEEDBACK FORM
To help us assess whether you like reading your house journal, Tamralipi, you are requested to kindly rate the publication on a 4-point scale as indicated below.
Meanwhile, you are also welcome to enrich the journal with your valuable contribution. We will be happy to publish the print-worthy write-ups, letters, etc. with your names.

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Opinion, if any
आह ! वेदना मिली विदाई
आह ! वेदना मिली विदाई
मैंने भ्रमयो सीतार सीलत,
मथुरियो को भीख लूटाई

खलखल थे संध्या के भ्रमण
आँसू-से फिरते थे प्रतिक्षण
मेरी यात्रा पर लेटी थी
नीरवता अनन्त अंगड़ाई

श्रीमत स्वप्न को मधुमया में
गहन-विहार को तस्वीर खाया में
पीरकक उन्नी श्रुति में किसने
यह विवाह को तान ऊठाई

लगी सतुण दीठ दी सबको
रही बचाई फिरती कब्र को
मेरी आशा आह ! बकली
तुले खो दी सफल कमाई

बढ़कर मेरे जीवन-रथ पर
प्रलय चल रहा अपने थो पर
मैंने निज दुर्बल पर-चल पर
उससे हारी-होड़ लगाई

लौटा लो यह अपनी बाती
मेरी करणा हा-हा खाली
विच्छ न सूचलेगी यह मुझसे
इसने मन को लात गंवाई
History:
The history of Kaziranga as a protected area can be traced back to 1904, when Mary Curzon, Baroness Curzon of Kedleston, the wife of the Viceroy of India, Lord Curzon of Kedleston, visited the area. After failing to see a single rhinoceros, for which the area was renowned, she persuaded her husband to take urgent measures to protect the dwindling species which he did by initiating planning for their protection. On 1 June 1905, the Kaziranga Proposed Reserve Forest was created with an area of 232 km² (90 sq mi).

Over the next three years, the park area was extended by 152 km² (59 sq mi), to the banks of the Brahmaputra River. In 1908, Kaziranga was designated a "Reserve Forest". In 1916, it was redesignated the "Kaziranga Game Sanctuary" and remained so till 1938, when hunting was prohibited and visitors were permitted to enter the park.

The Kaziranga Game Sanctuary was renamed the "Kaziranga Wildlife Sanctuary" in 1950 by P. D. Stracey, the forest conservationist, in order to rid the name of hunting connotations. In 1954, the government of Assam passed the Assam (Rhinoceros) Bill, which imposed heavy penalties for rhinoceros poaching.

Fourteen years later, in 1968, the state government passed the Assam National Park Act of 1968, declaring Kaziranga a designated national park. The 430 km² (166 sq mi) park was given official status by the central government on 11 February 1974. In 1985, Kaziranga was declared a World Heritage Site by UNESCO for its unique natural environment.

Kaziranga has been the target of several natural and man-made calamities in recent decades. Floods caused by the overflow of the river Brahmaputra, leading to significant losses of animal life. Encroachment by people along the periphery has also led to a diminished forest cover and a loss of habitat. An ongoing separatist movement in Assam led by the United Liberation Front of Assam (ULFA) has crippled the economy of the region, but Kaziranga has remained unaffected by the movement; indeed, instances of rebels from the United Liberation Front of Assam protecting the animals and, in extreme cases, killing poachers, have been reported since the 1980s.

Climate:
The park experiences three seasons: summer, monsoon, and winter. The winter season, between November and February, is mild and dry, with a mean high of 25 °C (77 °F) and low of 5 °C (41 °F). During this season, beels and nallahs (water channels) dry up.

The summer season between March and May is hot, with temperatures reaching a high of 37 °C (99 °F). During this season, animals usually are found near water bodies. The rainy monsoon season lasts from June to September, and is responsible for most of Kaziranga's annual rainfall of 2,220 mm (87 in). During the peak months of July and August, three-fourths of the western region of the park is submerged, due to the rising water level of the Brahmaputra. It was found that 70% of the National Park was flooded as on 3 August 2016. The flooding causes most animals to migrate to elevated and forested regions outside the southern border of the park, such as the Mikir hills.
in unprecedented floods of 2012. However, occasional dry spells create problems as well, such as food shortages and occasional forest fires.

**Location:**

Kaziranga is located between latitudes 26°30’ N and 26°45’ N, and longitudes 93°08’ E to 93°36’ E within two districts in the Indian state of Assam—the Kaliabor subdivision of Nagaon district and the Bokakhat subdivision of Golaghat district.

The park is approximately 40 km (25 mi) in length from east to west, and 13 km (8 mi) in breadth from north to south. Kaziranga covers an area of 378 km2 (146 sq mi), with approximately 51.14 km2 (20 sq mi) lost to erosion in recent years. A total addition of 429 km2 (166 sq mi) along the present boundary of the park has been made and designated with separate national park status to provide extended habitat for increasing the population of wildlife or, as a corridor for safe movement of animals to Karbi Anglong Hills.

**Fauna:**

Kaziranga contains significant breeding populations of 35 mammalian species, of which 15 are threatened as per the IUCN Red List. The park has the distinction of being home to the world’s largest population of the Greater One-Horned Rhinoceros (1,855), wild Asiatic water buffalo (1,666) and eastern swamp deer (468). Significant populations of large herbivores include elephants (1,940), gaur (30) and sambar (58). Small herbivores include the Indian muntjac, wild boar, and hog deer. Kaziranga has the largest population of the Wild water buffalo anywhere accounting for about 57% of the world population.

**Flora:**

Thick evergreen forests, near the Kanchanjhuri, Panbari, and Tamulipathar blocks, contain trees such as Aphanamixis polystachya, Talauma hodgsonii, Dillenia indica, Garcinia tinctoria, Ficus rumphii, Cinnamomum bejolghota, and species of Syzygium. Tropical semi-evergreen forests are present near Baguri, Bimali, and Haldibari. Common trees and shrubs are Albizia procera, Duabanga grandiflora, Lagerstroemia speciosa, Crateva unilocularis, Sterculia urens, Grewia serrulata, Mallotus philippensis, Bridelia retusa, Aphania rubra, Leea indica, and Leea umbraculifera. Kaziranga National Park has been granted maximum protection under the Indian law for wildlife conservation. Various laws, which range in dates from the Assam Forest Regulation of 1891 and the Biodiversity Conservation Act of 2002 have been enacted for protection of wildlife in the park.

Economic Valuation of Kaziranga Tiger Reserve estimated its annual flow benefits to be 9.8 billion rupees (0.95 lakh / hectare). Important ecosystem services included habitat and refugia for wildlife (5.73 billion), gene-pool protection (3.49 billion), recreation value (21 million), biological control (150 million) and sequestration of carbon (17 million).

Now a days Desktop is an important essential commodity in each and every house. So it is very much required to know its management as calling an engineer each and every time for any small problem cost a lot. So the presentation given is to make aware users, how to manage their desktops, so that minor problems can be avoided and make them self-sufficient to handle the problem on their own. The following points may be remembered

- Always use Original Operating System
- Always use Antivirus from reputed Company
- Keep the OS at its current level by Patching at proper time
- Keep Antivirus Up-to-date at any point of time
- Never use any pirated software/free software from not known sources
- Use UPS for stabilized voltage from a good company
- Do not use PC in power supply through generators
- Do not download software programmes/games from websites not known to you
- Try to keep Popups blocked as through Popups lots of ads will display which will open your desktop to the world then problem starts like Malware infection, Trojan horse attacks etc.
- Try to remove internet temp files regularly after the internet session is over
- Do not open any mail not known to you or not related to you or from unknown sources
- Remove Unused Programmes regularly
- Do not use Pen Drives used outside in your desktop
- Do not store files in your desktop
- Scan your System fully through antivirus/anti spyware programme on regular basis
- Divide your Hard disk to at least 2 or more partitions and use one of them except C:\ drive to store your regular files.
- At least leave space of 100 GB at the time of partition in C:\ because OS Patches will eat up your space.
- Keep your files organized
- Store files within different folder names which you can remember and retrieve in time
- Do not add pages to a single file better to store it in different names
- Keep Data and video/photos in different drives/locations
- Do not use Skype/social media sites with unknown persons
- Do not share your Wi-Fi password with any person except your family members
- Avoid using internet connections from cable operators
- Run Ccleaner to repair and clean the file system which also removes the unwanted files.
- Backup weekly
- Check Hard Disk For Errors
- Use Disk Clean up regularly/Disk Defragment
- Do not use any water/sticky type substance to clean your PC
- only with dry smooth cloth clean the PC when it is disconnected from Power supply
- Quarterly or half yearly open the cover and de-dust the cabinet by blower, do not use sucker
- Do not keep any pin or clip around your key board
- Use hard brush to clean the key board
- Do not keep your laptops in hibernate mode as the battery life reduces
Health Benefits of Mangos

Mangos taste so good that people forget they are also healthy! Discover how the “king of fruits” can help you, plus why monkeys eat mango seeds and a few mango cautions and concerns.

Prevents Cancer:
Research has shown antioxidant compounds in mango fruit have been found to protect against colon, breast, leukemia and prostate cancers. These compounds include quercetin, isoquercitrin, astragalin, fisetin, gallic acid and methylgallat, as well as the abundant enzymes.

Lowers Cholesterol:
The high levels of fiber, pectin and vitamin C help to lower serum cholesterol levels, specifically Low-Density Lipoprotein (the bad stuff).

Clears the Skin:
Can be used both internally and externally for the skin. Mangos help clear clogged pores and eliminate pimples.

Improves Eye Health:
One cup of sliced mangoes supplies 25 percent of the needed daily value of vitamin A, which promotes good eyesight and prevents night blindness and dry eyes.

Alkalizes the Whole Body:
The tartaric acid, malic acid, and a trace of citric acid found in the fruit help to maintain the alkali reserve of the body.

May Help with Diabetes:
Mango leaves help normalize insulin levels in the blood. The traditional home remedy involves boiling leaves in water, soaking through the night and then consuming the filtered decoction in the morning. Mango fruit also has a relatively low glycemic index (41-60) so moderate quantities will not spike your sugar levels.

Promotes Health:
Mangos are a great source of vitamin E. Even though the popular connection between sex drive and vitamin E was originally created by a mistaken generalization on rat studies, further research has shown balanced proper amounts (from whole foods) does help.
**Improves Digestion:**
Papayas are not the only fruit that contain enzymes for breaking down protein. There are several fruits, including mangoes, which have this healthful quality. The fiber in mangos also helps digestion and elimination.

**Helps Fight Heat Stroke:**
Juicing the fruit from green mango and mixing with water and a sweetener helps to cool down the body and prevent harm from overheating. From an ayurvedic viewpoint, the reason people often get diuretic and exhausted when visiting equatorial climates is because the strong "sun energy" is burning up your body, particularly the muscles. The kidneys then become overloaded with the toxins from this process.

**Boosts the Immune System:**
The generous amounts of vitamin C and vitamin A in mangos, plus 25 different kinds of carotenoids keep your immune system healthy and strong.
