

स्पैक्ट्रम **Spectrum**

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**THE
CSR
STORY**

Editorial

It has been said that goodness is the only investment that never fails. The investment of goodness is enshrined in the principle and practice of 'giving back'. In the corporate sector, while investment is typically cloistered around the workplace, the marketplace, and the community, integrating the core business function of profit generation with the Vedic philosophy of 'sarva loka hitam' or the 'well-being of all stakeholders' creates a business model that is mindful of the impact of its decisions and actions on not only the bottom-line, but also on the planet and its people.

Giving back to society has been the prime thrust of MMTC's social vision. Being an organization that integrates economic, social and environmental imperatives into its operations, the Company has over the years channeled its CSR and SD efforts into addressing infrastructural needs, education, healthcare, and environmental concerns, as well as relief and restoration activities in times of natural calamities. From taking up construction of classrooms and medical facilities to maintenance of green belts and clean energy initiatives, MMTC continues to develop CSR as a key business contributing to sustainable economic development.

In our first CSR Special issue, we take a look at some of MMTC's recent initiatives, including a project implemented this year for Skill Development & Livelihood Creation in Jajpur, Odisha, the promotion of public healthcare by encouraging and sponsoring education in public health management in association with the Public Health Foundation of India, and distribution of blankets last winter by RO Jaipur during the cold wave in North India.

In other news, MMTC inked the MoU for 2014-15 with the Department of Commerce, Ministry of Commerce & Industry, with an estimated turnover target of approx. INR 27,000 crores for the current FY. With the installation of an X-Ray Fluorescence analyzer at the MMTC-SEEPZ office in Mumbai, the assaying centre for precious metals was formally inaugurated. Continuing the focus on the recommended use of Hindi in office-work, Rajbhasha workshops were held in ROs like Bhubaneswar and Barbil.

With the month of March heralding in a season of colourful festivity, Holi celebrations were held in the Corporate Office and in the Housing Colony with much joy and enthusiasm. International Womens' Day was also observed across a number of MMTC offices in the country. The quarter ended with a friendly 20-20 cricket match played by the employees in celebration of the Company having completed 50 successful years of operations.

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

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

Write to us at ccd@mmtclimited.com

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The CSR Story: Of People, Planet, & Profits



The 21st century is characterized by unprecedented challenges and opportunities arising from globalization. It is the century of the social sector organization, as management expert Peter Drucker had said, where in the more economy, money, and information become global, the more community becomes important.

The Indian industry, which is today viewed globally as a responsible component of the ascendancy of India, is poised now to take on a leadership role in the challenges of our times. It is recognized the world over that integrating social, environmental and ethical responsibilities into the governance of businesses ensures their long term success, competitiveness and sustainability. This approach also reaffirms the view that businesses are an integral part of society, and have a critical and active role to play in the sustenance and improvement of healthy ecosystems, in fostering social inclusiveness and equity, and in upholding the essentials of ethical practices and good

governance.

Indian entrepreneurs and business enterprises have a long tradition of working within the values that have defined our nation's character for millennia. India's ancient wisdom, which is still relevant today, inspires people to work for the larger objective of the well-being of all stakeholders. These sound and all-encompassing values are even more relevant in current times, as organizations grapple with the challenges of modern-day enterprise, the aspirations of stakeholders and of citizens eager to be active participants in economic growth and development.

The idea of CSR was first formulated in 1953 when it became an academic topic in HR Bowen's 'Social Responsibilities of the Business'. Since then, there has been continuous debate and discussion on the concept and its implementation. Over the last couple of decades, a movement defining broader corporate

responsibilities – for the environment, for local communities, for working conditions, and for ethical practices – has gathered momentum and taken hold in the form of corporate social responsibility. As the commercial sector increases its investments in its three usual venues (the workplace, the marketplace, and the community), CSR has come to be described as the corporate 'triple bottom line' – the totality of the corporation's financial, social, and environmental performance in conducting its business.

But CSR is not a new concept in India. In the very beginning of Vedic preaching we read about '*Sah Navatuh Ma Vidvishavhe*', which means, 'May we together shield each other and may we not be envious towards each other'. In ancient India, the core function of

business was to create wealth for society through manufacturing, selling, distributing their offerings. It was based on an economic structure that believed in the philosophy of 'Sarva loka hitam' which means 'the well-being of all stakeholders'.

One of the most contemporary definitions of CSR is from the World Bank Group, stating, "Corporate social responsibility is

the commitment of businesses to contribute to sustainable economic development by working with employees, their families, the local community and society at large, to improve their lives in ways that are good for business and for development."

It is an organization's commitment to operating in an ethical way that takes into account profit, people and planet, thus integrating

economic, social and environmental imperatives into their activities.

Sustainable Development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It involves an enduring and balanced approach to economic activity, social progress and environmental responsibility.

The CSR Story: MMTC's Approach to CSR



Venita Solomon
Dy. Manager (CSR)

India is the first country in the world to have CSR provisions in the statute. In order to assist the businesses to adopt responsible governance practices, the Ministry of Corporate Affairs prepared the Corporate Social Responsibility Voluntary Guidelines 2009, which indicate some of the core elements that businesses need to focus on while conducting their affairs. These guidelines were prepared after taking into account the governance challenges faced in our country as well as the expectations of the society, and include core elements like Care for all Stakeholders,

Ethical functioning, Respect for Workers' Rights and Welfare, Respect for Human Rights, Respect for Environment, and Activities for Social and Inclusive Development .

MMTC adopted CSR as a policy initiative in Sept. 2006 effective from 2007-08 with the following objectives:

1. To initiate voluntary measures to address economic, social and environmental concerns
 2. To make CSR a key business process for sustainable development
 3. To be a good Corporate Citizen
- With a view to making its work

under the CSR policy sustainable, MMTC's activities are based on Core Competency, Community, and Business Associates having multi-stakeholder approach, adding values to the triple bottom line and also executing CSR objectives on the ideals of social justice without discrimination.

The DPE issued guidelines on CSR in April, 2010 for CPSEs. MMTC accordingly reoriented its CSR policy to conform to DPE guidelines. From the year 2010-11, the Department of Public has included Sustainable Development as a compulsory element for CPSEs under "Non-Financial Parameters",

having a 5% weightage (5 Marks) in MoU for CPSEs. New guidelines on Sustainable Development for CPSEs were introduced by the DPE in 2011, to come into force from 2012-13.

According to the ‘Guidelines on Corporate Social Responsibility and Sustainability for Central Public Sector Enterprises’ issued by DPE, effective from April 1st 2013, the previously separate guidelines for CSR and SD have been integrated into a single set of guidelines for ‘CSR & Sustainability’. CPSEs may select their CSR and Sustainability projects from a vast range of available options, priority should be accorded to activities pertaining to: (i) inclusive growth of society, with special attention to the development of weaker sections of society and the backward districts of the country, and (ii) environment sustainability.

CSR and Sustainability initiatives should focus on capacity building, skill development and infrastructural development for the benefit of the marginalised and under privileged sections of the local communities and also in the backward regions so that avenues are created for their employment and income generation, and they also experience empowerment and inclusion in the economic mainstream.

As per the MOU 2013-14 signed between MMTC and Ministry of

**ERADICATE
 EXTREME POVERTY
 & HUNGER**

Skill development & vocational training for increasing employment.

**ACHIEVE UNIVERSAL
 PRIMARY EDUCATION**

Partnering with agencies implementing the govt. mid day meals acting as an incentive to bring children to schools, construction of classrooms in govt. schools, supply of computers to promote computer literacy

**PROMOTE GENDER
 EQUALITY &
 EMPOWER WOMEN**

Job oriented vocational training for women & girls, conduction of workshops for women

**ENSURE
 ENVIRONMENT
 SUSTAINABILITY**

Plantation of saplings, revival of water bodies, recycling of waste

**DEVELOP A GLOBAL
 PARTNERSHIP FOR
 DEVELOPMENT**

MMTC stands committed to United Nations' Global compact program and the set core values enshrined in its ten principles on human rights, labor standards, environment and anti-corruption

Commerce, MMTC has taken up two projects, subject to availability of funds:

- a. Livelihood creation through increasing employability and employment generation in Jajpur district, Odisha
- b. Energy Management through installation of energy lighting system in MMTC premises at Delhi (Corporate Office and DRO), and Mumbai (Bandra-Kurla Complex).

With a view to making its work under the CSR policy sustainable, the Company's activities are focused on Core Competency, Community, and Business Associates. It follows a multi-stakeholder approach, aimed at adding values to the triple bottom line.

The CSR & Sustainability agenda of MMTC is steered by a Board level committee, constituted of three Functional Directors and two Independent Directors, for overseeing the implementation and monitoring of the CSR & Sustainability activities of the Company.

Further, to facilitate co-ordination, the organization appoints nodal officers, who are required to report on the CSR /SD endeavors, to issue policy directives on the subject, and to devise an appropriate corporate communication strategy to propagate the CSR /SD initiatives.

There is emphasis on internalizing the philosophy and spirit of CSR and Sustainability within the organizational culture and ethos. The philosophy and spirit of



Training Centre for MMTC's Skill Development initiative in Jajpur

corporate social responsibility and sustainability should get embedded in the core values of all the CPSEs, be imbibed by the employees at all levels and it should permeate into all the activities, processes, operations and transactions of the enterprise. In a way, CSR can be an investment opportunity, as the companies would be able to create in their areas of operation a healthier workforce, the surrounding community would be happier, and such an environment would produce much better output and would be much more conducive for doing business.

In India especially, CSR extends to processes in nation-building and socio-economic development spheres such as regional development, rural development, employment, education, and healthcare services. Firms have the greatest potential to create 'shared values', or value for both business and society. Business activity can create jobs and entrepreneurial

opportunities, cultivate inter-firm linkages, enable technology transfer, build human capital and physical infrastructure, generate public revenue for governments, and offer a variety of products and services to consumers and other business, including those operating at what has been termed the 'base of the economic pyramid'.

Despite its emerging significance, the role of companies in expanding economic opportunities along their value chains [through initiatives like creating inclusive business models, developing human capital, building institutional capacity and shaping public policy] has been one of the least recognized and evaluated aspects of CSR. Thus, CSR interventions in skill development need to be anchored not only as part of the concern for the marginalised, but also as development of human capital for accessing economic opportunities of the emerging market.

LIVELIHOOD CREATION & EMPLOYMENT GENERATION IN ODISHA

As per the MOU 2013-14 signed between MMTC and Ministry of Commerce, one of the projects MMTC had taken up was Livelihood Creation by Increasing Employability and Employment Generation in Jajpur District, Odisha. As there were no profits for the year 2012-13, no funds were earmarked for CSR/SD projects. But there were unutilized amounts carried forward to the financial year 2013-14 which were available for undertaking CSR & SD Projects.

MMTC took up the task of providing Skills Development training to 180 unemployed youth in Jajpur, Odisha and became a catalyst in creating a skills movement in the region. The objective was to generate social inclusiveness and provide the socially and economically vulnerable population a chance to be part of the mainstream economy. The initiative was to make the beneficiaries qualified for better employment/self employment in India.

MMTC had been in discussions with the National Skill Development Corporation India (NSDC) for undertaking Skill Development Programs for the unemployed in Jajpur. NSDC is a not-for-profit company set up by the Ministry of Finance, under Section 25 of the Companies Act, to fulfill the growing need in India



Left: Ms Venita Solomon, Dy. Mgr (CSR), with beneficiaries at the training centre, Right: A training session in progress

for skilled manpower across sectors and narrow the existing gap between the demand and supply of skills. The private sector holds 51% of its equity, while the Government of India controls 49%. This makes NSDC a one-of-its-kind public private partnership in education in India.

NSDC had carried out a study through Ernst and Young in 2011 to analyze the skill gap of the State of Odisha. The report mentioned that the demand for skilled jobs in the state lies in areas such as Tourism, Travel, Hospital, Trade, Agriculture, Education and Skill development, Healthcare, and IT and ITeS.

NSDC undertakes work for the Govt. directly and signs agreements with the Govt., thus, it could not enter into an agreement with MMTC. However it agreed to provide MMTC with its training partners who have expertise in imparting skill development trainings. Accordingly, MMTC floated a tender for inviting NSDC partners to conduct Skill Development & Livelihood Creation Program for the unemployed youth in Jajpur area.

Following extensive evaluation of the numerous proposals and bids received from interested parties, Gras Education & Training Services Ltd. was shortlisted and subsequently awarded the work of imparting the skill development trainings. Gras Education & Training Services Ltd is certified under the Sector Skill Councils for Retail Trade and BPO.

Gras imparted skill development trainings in the areas of Retail Management and BPO (ITeS) both of which match the skill gap of Jajpur as per NSDC's Report. The eligibility criterion of the candidates was minimum 10th pass qualifications and age not exceeding 35 years. Preference was given to socially and economically backward individuals. The training was imparted in five different centres at Jajpur to make it convenient for the candidates to commute from their residences. The candidates were also given training in soft skills like behavioural, personality development, etc and were taken for industrial tours to enable them get a true feel of the corporate world.

For better co-ordination of the project, Sh. Mahapatra, Sr. Manager from NINL and Sh. PKU Mallick, Sr. Manager from local MMTC Office (Bhubaneswar), besides Corporate Office officials, were involved in the Skill Development Project to oversee the training programme.

The Nodal officers from NINL and MMTC Regional Office were involved in selection of the beneficiaries for the Skill Development initiative. Ms Venita Solomon, Dy. Manager (CSR), from Corporate Office also visited the centers in the month of February.

There, upon interaction with the candidates, it was found that they found the training program relevant and constructive, were enthusiastic to participate in the same and looked forward to placement opportunities. They were grateful to MMTC for the opportunity. For many of them, they would be the only bread earner in the family.

The program guarantees 75% placement for the beneficiaries and the placement process is near its completion.

Promoting Public Healthcare with PGD Scholarships



Somdutta Sarkar
Dy. Manager (CC)

The famous author and philosopher Henry David Thoreau had once remarked that goodness is the only investment that never fails. For MMTC Limited, contribution to the society lies at the heart of its CSR policy, carefully designed to create future value for the Company's stakeholders and to encourage a positive impact on the environment, communities, and the society at large through its activities.

Healthcare and Education are two of MMTC's prime engagement areas under its CSR focus. India is marked by disparities in the education system, and Education for all is a major need in the country today. This is where MMTC's role as a promoter of learning becomes relevant, wherein it engages with non-profit organizations that are involved in supporting the cause of education for the less privileged. India also faces a severe shortfall of public health professionals, and capacity building efforts are urgently required to address its emerging public health challenges. On the primary healthcare front, only an



An Indian Institute of Public Health campus

approx. 48 per cent of the 1.35 million hospital beds in the country are functional and about 65 per cent of these are located in the top 20 cities. MMTC's concern for provision of affordable, accessible, and accountable healthcare to all has thus paved the way to the support extended by the Company to groups that are engaged in the healthcare sector.

Bringing these two distinct areas of concern together into a unified approach, MMTC entered into a partnership in 2013 with the Public Health Foundation of India for supporting deserving and bright students hailing from socially and economically deprived communities to become 'public

health professionals', thus aiding the buildup and expansion of public health expertise in rural areas. MMTC has established a Scholarship Fund for these students who have opted for public health courses offered by PHFI through its educational institutes 'Indian Institute of Public Health' (IIPH's).

The Public Health Foundation of India is an autonomous public-private initiative that has collaboratively evolved since its launch in 2006 through consultations with multiple constituencies including Indian and international academia, state and central governments, multi & bilateral agencies and civil society groups. Governed by an

empowered and eminent global body consisting of members like Shri N.R. Narayana Murthy, Shri T K A Nair, Shri Montek Singh Ahluwalia, Dr. A.K. Shiva Kumar, Dr. Vishwa Mohan Katoch, and Dr. Amartya Sen, PHFI is a response to redress the limited institutional capacity in India for strengthening India's public health institutional and systems capability and providing knowledge to achieve better health outcomes for all.

The Foundation offers a twelve-month residential 'Post Graduate Diploma in Public Health Management' course, consisting of nine months of classroom teaching and three months of project work including field study, through its educational establishments (IIPH) at four locations – Bhubaneswar, Delhi, Gandhinagar, and Hyderabad. All applicant self-sponsored students selected for the PGDPHM Course are eligible to apply for the much sought-after MMTC Scholarships, though preference is accorded to students belonging from socially and economically deprived communities. A select Scholarship Committee across PHFI and IIPH's assesses these scholarship applications.

For the academic year 2013-14, 19 applications were received across the IIPHS for the scholarships, out of which 6 applicants were awarded full scholarships of Rs. 1.25 lakhs per student and 5 applicants were awarded partial scholarships of Rs. 90,000 to 1.00 lakh per student.

The overall performance of the MMTC scholarship awardees has been found satisfactory and effectively validates the purpose of the initiative.

The students of the course and scholarship awardees have themselves unanimously expressed enthusiasm and appreciation towards the opportunity offered to them by MMTC, which they say, has helped ease the financial burden on themselves and their families by extending a much needed economic support system. Mr. Gnanranjan Das, a PGDPHM 2013-14 student, terms it a "wonderful opportunity" and "a privilege and honor to pursue the PGDPHM course from one of the premier institutes of India." His batch mate Mr. Hardik Purohit, whose engagement with the course is evident from the fact that he has made full attendance in the first two terms of the course, refers to the MMTC scholarship as a "supportive financial pillar".

Dr. Farzana Z. Meman, one of the female students in the course, agrees. She has to commute from Himmatnagar to the IIPH in

Gandhinagar, a distance of nearly 70 kms, which is an added expense, "so for me, the MMTC scholarship is very useful as it would have been very difficult to put a financial burden on my family." Another student, Mr. Kanishk Sharma, has a similar story to tell. "By awarding me the MMTC scholarship, you have lightened my financial burden, which allows me to focus more of my time on studies," he says, "Your generosity has inspired me to help others and give back to the community."

It can be surmised that the investment by MMTC in the well-being and growth of the society by promoting education and healthcare is set to pay rich dividends in terms of strengthened public health facilities and better health outcomes in the future.



DISTRIBUTION OF BLANKETS IN JAIPUR

 **Sanjeev Dua**
GM, RO Jaipur

MMTC Limited, in view of the severe cold wave across North India, decided to distribute 2000 woolen blankets purchased through Khadi Gramodyog Bhavan, under Corporate Social Responsibility 2013-14, in the city of Jaipur.

Distribution of blankets was conducted through two prominent organizations of Jaipur namely M/s Jaipur Citizen Forum and M/s Prem Mandir Sansthan. The two organizations are supported by leading jeweller, social worker and philanthropist Shri Rajiv Arora. The distribution of blankets was spread over different locations and on different days during the month of January 2014.

Over 500 blankets were distributed in a ceremony held at Prem Mandir Sansthan, Jaipur which was attended by Shri Rajiv Arora and Shri Gauri Shanker, DGM, RO Jaipur. The distribution of blankets was made to each individual belonging to the neighboring Jawahar Nagar Kacchi Basti and Janta Colony Khadda Basti. Also attending were Ms Ranju Jain and Shri Anil Bakshi, active social volunteers in Jaipur.



जरूरतमंदों को बांटे कंबल

जयपुर। जयपुर सिटीजन फोरम की ओर से मंगलवार को असहाय व जरूरतमंद लोगों को सर्दी से बचाने के लिए कंबल का वितरण किया गया। दिल्ली बाईपास इंदगाह के पास स्थित सामुदायिक केन्द्र में आयोजित इस कार्यक्रम में

जेसीएफ के चेयरमैन राजीव अरोड़ा ने कंबल वितरित किए। अरोड़ा ने कहा कि आने वाले समय में जरूरतमंद लोगों को अन्य सामग्री भी वितरित की जाएगी। कंबल एमएमटीसी ने उपलब्ध करवाए थे।

Distribution of blankets across different locations in Jaipur



Another set of 500-700 blankets was distributed in a city Government Hospital M/s JKLon - individually to each of the low income and below poverty line patients undergoing hospitalization treatment. The blankets were distributed by Shri Sanjeev Dua, GM, Shri Rajiv Arora and others. Also present were Dr. SD Sharma, Dr Manish Sharma, Shri Anil Bakshi and Shri Suresh Mishra.



GM Shri Sanjeev Dua distributing blankets to the needy at a govt. hospital



Another set of blankets was distributed to the weak and poor section of society at the Community Centre near Eidgah on Delhi Bypass road. Present at the occasion were Shri Sanjeev Dua, Shri Rajiv Arora, Ms Ranju Jain, Shri Shafi Mohammed, Shri Tofiq Mohahhed, Shri J. Makkar and Shri Radhey Shyam Tanwar. Distribution of blankets was done to each individual.

One more set of blankets was distributed at Budhtal village near Bassi 30 Kms from Jaipur on Jaipur- Agra road. Blankets were distributed to students of primary school and to ladies who come for vocational training at local training centres.

The distribution of blankets by MMTc was widely covered by local media and press.





Inauguration of the Assaying Centre by CMD Shri D.S. Dhese, IAS, accompanied by other dignitaries

Inauguration of Assaying Centre at MMTC, SEEPZ



M. G. Balkawade
Sr. Manager (Custodian),
MMTC SEEPZ.

An XRF machine was installed in MMTC, SEZ-SEEPZ office to cater to the needs of Jewellery Manufacturing Units in SEZ for assaying precious metals like Gold, Platinum, etc.

The Inauguration Function of the Assaying Centre was held on 21st January, 2014 at the SEEPZ office, Mumbai. The Assaying Centre was inaugurated by MMTC's CMD Shri D. S. Dhese, IAS, by cutting the ribbon and lighting the lamp, along with Shri N.P.S. Monga, ITS,

Development Commissioner of SEZ-SEEPZ, Shri P.S. Raman, Jt. Development Commissioner, Shri K.K. Srivastava, Dy. Commissioner of Customs, Shri Prem Kothari, President of SEEPZ Gems and Jewellery Manufacturers' Association and the members of the Association (SGJMA). The dignitaries were welcomed by Shri A. Sondhi, CGM, Shri P. Ramachandran, GM, Shri P.C. Tripathy, DGM (F&A), Shri S.D. Shende, Sr. Manager, and Shri M.G. Balkawade, Sr. Manager (Custodian). The function was a grand success and well - attended by officials from Customs, Development Commissioner's

Office and MMTC's Associates. After the function, CMD had discussions with the representatives of SGJMA in the presence of Development Commissioner.



भुवनेश्वर में राजभाषा कार्यशाला का आयोजन



एस. रहीम बाशा
उप प्रबंधक (प्रशासन एवं राजभाषा)

दि

नांक 19.03.2014 को
एमएमटीसी क्षेत्रीय
कार्यालय, भुवनेश्वर में
राजभाषा कार्यशाला

आयोजन किया गया था।

डॉ. नमिता स्वाइन, हिन्दी प्राध्यापक,
हिन्दी शिक्षण योजना, भुवनेश्वर ने
मुख्य अतिथि के रूप में कार्यशाला की
शोभा बढ़ाई।

एस. रहीम बाशा, उप प्रबंधक
(प्रशासन/राजभाषा) ने उपस्थित सभी
अधिकारियों एवं कर्मिकों का स्वागत
किया। श्री बी. दास, महा प्रबंधक ने
मुख्य अतिथि का स्वागत किया एवं
राज भाषा कार्यशाला के आयोजन के
उद्देश्य पर प्रकाश डाला। डॉ. नमिता
स्वाइन ने कार्यशाला के काम-काज में
हिन्दी के प्रयोग की राह में आने वाले
तमाम समस्याओं, जैसे कि कर्मचारियों
में हिन्दी के कार्य साधक ज्ञान की
कमी, आदि पर विचार किया और
उनके समाधान के सहज मार्ग भी
सुझाए।

डॉ. नमिता स्वाइन ने उपस्थित
अधिकारियों एवं कर्मचारियों से
श्रुति-लेखन करवाया।

अंत में श्री एस. रहीम बाशा ने अतिथि
समेत सभी सभासदों को धन्यवाद के
साथ कार्यशाला सम्पन्न किया।



बड़बिल में राजभाषा कार्यशाला का आयोजन



कोमल शर्मा
व. का. प्रबन्धक

दि

नांक 18 मार्च, 2014 को कार्यालय में एक दिवसीय राजभाषा कार्यशाला का आयोजन किया गया। श्री शिवनारायण त्रिपाठी, वरिष्ठ प्रबन्धक, ने कार्यशाला का उद्घाटन किया। अपने अध्यक्षीय भाषण में श्री त्रिपाठी ने कहा कि हमारे कार्यालय का राजभाषा विभाग प्रत्येक वर्ष इस तरह के कार्यशाला का आयोजन करता चला आ रहा है। इस कार्यशाला का मुख्य उद्देश्य होता है कि हिन्दी का प्रयोग कार्यालय में ज्यादा से ज्यादा किया जाये। हमारी यह कोशिश सभी सहकर्मियों के सहयोग से सफल भी रही है। उन्होंने आगे कहा कि इस कार्यशाला का लाभ सभी उठाएं तथा कार्यालय का कार्य यथासम्भव हिन्दी में करने का प्रयत्न करें।

कार्यशाला में भाग लेने के लिए कुल 18 कार्मिकों का चयन किया गया। ये कार्मिकगण हिन्दी में विशेष रूचि रखते हुए हिन्दी में कार्य करने का यथासम्भव प्रयत्न करते हैं। कार्यशाला के संचालन के लिए स्थानीय सरस्वती शिशु मन्दिर के हिन्दी अध्यापक श्री धर्मन्द्र महान्तो को आमंत्रित किया गया। उन्होंने कार्मिकों को हिन्दी में कार्य करने के लिए कुछ दिशा व निर्देश बताए, जिससे हिन्दी में कार्य करने में सरलता महसूस हो। श्री महान्तो ने बताया कि अंग्रेजी में प्रायः



लिखे जाने वाले टिप्पणी हिन्दी में किस तरह लिखे जाए। उन्होंने हिन्दी को सभी भारतीय भाषाओं में श्रेष्ठ बताते हुए कहा कि हिन्दी सबसे सरल भाषा है तथा इसकी पहुंच भारत के कोने-कोने में है। विश्व के विभिन्न विश्वविद्यालयों में हिन्दी भाषा की पढ़ाई की जाती है। एक कार्मिक श्री अमल गोस्वामी द्वारा पूछा गया कि 'राजभाषा' तथा 'राष्ट्रभाषा' में क्या अन्तर हैं? श्री महान्तो ने कहा कि जो भाषा सभी भाषाओं में सर्वोपरि होता है उसे 'राजभाषा' तथा जिस भाषा को देश की भाषा की मान्यता मिली हो उसे 'राष्ट्रभाषा' कहा जाता है। इस दृष्टिकोण से हिन्दी उपरोक्त सभी मान्यताओं में खरी उतरती है।

इस अवसर पर श्री शिवनारायण त्रिपाठी, वरिष्ठ प्रबन्धक, तथा श्री एस. के. मण्डल, प्रबन्धक (वित्त व लेखा), ने

भी अपने-अपने विचार व्यक्त किए, उन्होने कहा कि विभिन्न भारतीय भाषाओ में हिन्दी बहुत ही सरल भाषा है तथा इसे काफी सुगमता से अपनाया जा सकता है। उन्होंने आगे कहा कि हिन्दी में काम करने पर सरकार प्रोत्साहन राशि भी देती है। अतः आप सब सरकारी कामकाज में हिन्दी का प्रयोग कर अपना ज्ञान बढ़ाने से साथ-साथ आर्थिक लाभ भी पा सकते हैं।

समारोह का समापन करते हुए श्री त्रिपाठी ने कहा कि सरकार द्वारा चलाए जा रहे इस अभियान का सम्मान करें तथा हिन्दी में काम करने को बोज़ न समझकर अपना कर्तव्य व दायित्व समझें। सभी ने इस वक्तव्य का तालियों से स्वागत किया तथा सभी ने हिन्दी में यथासम्भव कार्य करने का प्रण भी लिया।



on 1st March 2014 by Shri Bansidhar Dash, GM, RO Bhubaneswar, in the presence of representatives of MMTC Employees Union, Officers Association, and other officers and staff of Puri outlet.

The opening of the Holiday Home at Puri has brought happiness to all the employees and their families, and there is already a lot of demand for the Holiday Home, as it is a brand new fully furnished property. We wish that every employee of the Company avails this opportunity and makes at least one visit to this holiday home in Puri.

INAUGURATION OF HOLIDAY HOME AT PURI



S. Rahim Basha
 Dy. Manager (Admn/RB)

Puri is 60 kms away from Bhubaneswar. The centre of attraction of Puri is the magnificent Shree Jagannath Temple built in the 12th century AD. The annual chariot festival popularly known as 'rath yatra' is held in the month of July. The Puri sea beaches are considered to be among the finest beaches in the country.

MMTC Regional Office Bhubaneswar has hired two suites in Shri Gundicha Bhakta Niwas, Puri for the purpose of Holiday Home. The suites were inaugurated



Inauguration of the Holiday Home by GM Shri B. Dash

जयपुर में जन्मदिन मनाने की अनूठी परंपरा



विजय कुमार सहगल
उप प्रबंधक (राजभाषा)
जयपुर क्षेत्रीय कार्यालय



महाप्रबंधक (प्रभारी) श्री संजीव दुआ के जन्मदिन पर उनको बधाई देते श्री पी. के सिद्धार्थ, वरिष्ठ प्रबंधक (वित्त व लेखा)।



श्री विजय सहगल, के जन्मदिन पर महाप्रबंधक महोदय ने पुष्पमाला पहनाकर व साथियों ने उनपर फूलों की वर्षा करके उन्हें सम्मानित किया।



श्री भरत भार्गव, वरिष्ठ प्रबंधक (सिस्टम) को उनके जन्मदिन पर महाप्रबंधक महोदय ने पुष्पमाला पहनाकर सम्मानित किया।



श्री पी. के. सिद्धार्थ, वरिष्ठ प्रबंधक के जन्मदिन पर साथी कर्मचारियों के संदेश श्री सत्यनारायण, वरिष्ठ कार्यालय प्रबंधक ने पढ़े।



श्री सत्यनारायण के जन्मदिन के मौके पर साथियों के संदेश पढ़ते श्री सुनील कुमार काला। साथ में महाप्रबंधक महोदय और श्री ए. एन. गौड़ खड़े हैं।



श्री जगत सिंह, स्टाफ कार चालक के जन्मदिन पर महाप्रबंधक महोदय ने उन्हें पुष्पमाला पहनाकर सम्मानित किया।

जयपुर क्षेत्रीय कार्यालय में प्रत्येक कर्मचारी के जन्मदिवस को मनाने की एक अनूठी परंपरा है। इस परंपरा को 2012 में वर्तमान प्रभारी महाप्रबंधक श्री संजीव दुआ ने शुरू करवाया था, जो आज तक विद्यमान है। इस आयोजन में सभी कर्मचारी उल्लासपूर्वक भाग लेते हैं। जन्मदिवस की तैयारी कुछ दिन पहले से शुरू हो जाती है। एक ग्रीटिंग कार्ड पर सभी कर्मचारियों के संदेश एकत्र किए जाते हैं। ये संदेश ग्रेड-1 से लेकर महाप्रबंधक तक सभी कर्मचारी अपने हाथ से लिखते हैं। अंकित संदेशों को पढ़ने की जिम्मेदारी उस कर्मचारी की होती है, जिसका जन्मदिवस अगली बार आना होता है। इस अर्थ में संदेश पढ़ने वाले को अपने आने वाले जन्मदिवस की उत्सुकता उसी दिन से होने लगती है। ग्रीटिंग कार्ड पर महाप्रबंधक महोदय का विशेष संदेश होता है, जो अधिकतर किसी आध्यात्मिक सूक्ति के रूप में होता है। इस संदेश को महाप्रबंधक महोदय स्वयं पढ़ते हैं और यथावश्यक संदेश का अर्थ भी सरल भाषा में समझाते हैं। संदेशों के पठन के बाद जन्मदिन वाले कर्मचारी को महाप्रबंधक महोदय फूलों की माला पहनाकर सम्मानित करते हैं। शेष कर्मचारी उसपर फूलों की वर्षा करते हैं। इसके बाद जन्मदिन वाले कर्मचारी को एक सुंदर उपहार प्रदान किया जाता है। अंत में जन्मदिन मनाने वाला कर्मचारी मिष्ठान अर्पित करके अपने साथी कर्मचारियों का आभार व्यक्त करता है।

Conciliation and Mediation in India



As can be seen from the two statutes, the Act covers (a) arbitration, and (b) conciliation, whereas the Code is wider in its scope and covers five kinds of ADR mechanisms, one adjudicatory – arbitration and four non-adjudicatory – (a) conciliation, (b) judicial settlement, (c) settlement

through Lok Adalat, and (d) mediation.

In the modern techniques of dispute resolution of commercial conflicts, emphasis has drifted from litigation to arbitration. As things are never static, emphasis is further sliding from arbitration to alternative dispute resolution procedures. Apart from arbitration, which is primarily dealt with under the Act, the other forms of Alternate Dispute Resolution that are being seen as popular choices include 'mediation' and 'conciliation'. Whilst arbitration is a more formal adjudicatory process, conciliation offers greater flexibility to the parties as it is facilitative, non-adjudicatory and yet binding if the parties reach a settlement. Conciliation may play a pivotal role, particularly in settling

commercial disputes. It is more economic, convenient, speedy and less formal mode of dispute resolution.


There exists much confusion and ambiguity with respect to the meaning of the terms 'mediation' and 'conciliation'. In India, though Section 89 treats the two as being different from each other, in some jurisdictions like the United States the terms are used interchangeably. Let us understand the concepts of 'conciliation' and 'mediation' under the Indian law.

CONCILIATION

Conciliation is statutorily regulated by the Arbitration and Conciliation Act, 1996 but not defined by that statute. Section 67(1) of the Act however impliedly defines 'conciliation' as assistance rendered by a conciliator or parties to a dispute, in an independent and impartial manner, in their attempt to reach an amicable settlement of their dispute. Confidentiality of conciliation proceedings has been statutorily guaranteed under Section 75 of the Act.

MEDIATION

The interpretation accorded by the Supreme Court to Section 89(2) (c) makes mediation a non-binding, non-adjudicatory dispute resolution process, where a neutral third party renders assistance to the parties in conflict to arrive at a mutually

 **Madhusudan Jena**
Sr. Manager (Law)

The ADR framework in India finds statutory recognition in a two-fold manner:

- (i) Under the Arbitration and Conciliation Act 1996, and
- (ii) Under Section 89 of Code of Civil Procedure 1908 read with Order X, Rules 1A, 1B and 1C.

As a part of the scheme under Section 89 of the Code, various High Courts in India framed their own rules with respect to mediation and conciliation. The mediations and/or conciliations happening under the aegis of the respective High Courts resort to the said rules for proper implementation of the ADR methods.



agreeable solution. To put it differently, it refers to a voluntary and flexible negotiated conflict resolution process with the assistance of experts. It involves a structured negotiation where the mediator listens to the parties, ascertains the facts and circumstances as also the nature of the grievance, conflict or dispute, encourages the parties to open up to identify the causes thereof, creates a conducive atmosphere to enable the parties to explore various alternatives and ultimately facilitates the parties to find a solution or reach a settlement. In short, it is a professionally and scientifically managed negotiation process.

The confidential nature of the mediation proceedings was upheld by the Supreme Court in its decision in *Moti Ram vs Ashok Kumar* (2011) 1 SCC 466, where it observed that in the event the mediation is successful the mediator should only send the

agreement executed between the parties to the Court and not mention what actually transpired in the proceedings. If the mediation is unsuccessful, the mediator is expected to send only a statement to the court conveying the failure of the mediation proceedings.

Although 'mediation' and 'conciliation' may seem fairly similar to each other, a key distinction lies with respect to recognition and enforceability of the settlement arrived at through the two methods. If the parties arrive at a settlement through conciliation, the agreement is enforceable as if it is a decree of the court whereas a settlement reached at in mediation needs to be placed before the court which will make it a decree.

There is a growing concern as regards the interventionist stance adopted by the Courts with respect to arbitration. The business community as well as the legal fraternity has time and again hinted

at the need for the courts to re-look at the way arbitration is perceived to make it an effective alternative remedy.

The Supreme Court has assumed a proactive role while dealing with ADR and went to the extent of setting out the manner in which courts should approach/recommend the ADR methods to litigants under Section 89.

It is therefore heartening to see the trend evinced by the various Supreme Court decisions cited earlier which point towards a more conducive approach being adopted by the courts with respect to mediation and conciliation. The two can be seen to be gaining momentum thereby making the ADR system in the country an effective means of tackling the problem of arrears as well as providing comfort to the business community.

हिंदी की विकास यात्रा



विजय कुमार सहगल
उप प्रबंधक (राजभाषा)

हिं

दी साहित्य के इतिहास का अध्ययन करते हुए हम कबीरदास की सधुक्कड़ी, तुलसीदास की

अवधी—भोजपुरी, जायसी की अवधी, मीराबाई की राजस्थानी, सूरदास की ब्रजभाषा को पढ़ते हैं। परंतु, आधुनिक हिंदी का इतिहास खड़ी बोली हिंदी में रचे साहित्य से माना जाता है। इस इतिहास की अवधि करीब 150 साल है। खड़ी बोली मूलतः दिल्ली और सहारनपुर के आसपास की क्षेत्रीय बोली रही जिसका प्रयोग यहां के स्थानीय लोग लोक—व्यवहार में करते आ रहे थे।

आरंभ में 'हिंदी' के लिए 'हिंदवी' शब्द व्यवहार में आता था। दिल्ली के आसपास निकली बोली होने के कारण खुसरो ने 'हिंदवी' की जगह 'देहलवी' शब्द का प्रयोग किया। खड़ी बोली उत्तर से मुसलमानों द्वारा दक्षिण पहुंची जहां इसे 'दक्खिनी हिंदी' कहा गया। दक्खिनी हिंदी गद्य की सर्वाधिक प्रामाणिक रचना वजही की 'सबरस' है जो मसनवी शैली में लिखी गई सूफी प्रेमकथा है। इसमें संस्कृत के साथ—साथ अरबी—फारसी के शब्द भी मिलते हैं। उर्दू—फारसी की प्रधानता के कारण इसे 'रेख्ता' भी कहा गया जिसे ग्रिलक्राइस्ट 'हिंदुस्तानी' कहते रहे। गांधी जी भी इसी हिंदुस्तानी के हिमायती रहे। 'हिंदुस्तानी' शब्द हिंदी और उर्दू दोनों का समानार्थी रहा। 'हिंदुस्तानी', हिंदी—उर्दू के बीच की

वह भाषा है जिसमें न तो संस्कृत के और न ही अरबी—फारसी के कठिन शब्द होते हैं। इसमें बोलचाल के शब्द रहते हैं और इससे इसकी प्रयोगात्मक सुगमता बढ़ती है।

अमीर खुसरो के समय खड़ी बोली की मौखिक परंपरा काफी लोकप्रिय थी। परंतु, लिखित रूप में अपभ्रंश और ब्रजभाषा का प्रभाव था, इसलिए हिंदी अनदेखी रही। खुसरो फारसी, ब्रजभाषा और अपभ्रंश के अच्छे जानकार थे, मगर उनमें समय की धार को पहचानने की बौद्धिक क्षमता थी। इसीलिए उन्होंने हिंदी को अपनाया।

आधुनिक काल से पूर्व राम प्रसाद निरंजनी लिखित पुस्तक 'भाषा योग वशिष्ट' मिलती है जिसकी परिमार्जित—परिनिष्ठित भाषा से ज्ञात होता है कि आधुनिक काल से पूर्व खड़ी बोली का अस्तित्व बिलकुल शून्य पर नहीं था।

'खड़ी बोली' शब्द का प्रयोग पहली बार कलकत्ता में फोर्ट विलियम कॉलेज की स्थापना के साथ हुआ। अठारहवीं शताब्दी के अंत में ग्रिलक्राइस्ट कलकत्ता पहुंचे और वहां उन्होंने हिंदी का पठन—पाठन शुरू किया। उन्होंने दो लेखकों—लल्लू जी लाल और सदल मिश्र को हिंदी में लिखने को प्रेरित किया। लल्लू जी लाल का 'प्रेम सागर' और सदल मिश्र का 'नासिकेतोपाख्यान' ग्रंथ प्रसिद्ध है।

इसी समय दो स्वतंत्र लेखक—सदासुख लाल और इंशाअल्ला खॉ भी उसी प्रकार की भाषा में लिख रहे थे। सदासुख लाल ने 'सुख सागर' और इंशाअल्ला खॉ ने 'रानी केतकी की कहानी' लिखे।

उन्नीसवीं शताब्दी के मध्य में दो साहित्यकार उभरकर आए, जो 'राजा द्वय' के नाम से प्रसिद्ध हुए—राजा शिवप्रसाद सितारे हिंद और राजा लक्ष्मण सिंह। प्रथम ने हिंदी और उर्दू को समीप लाने की चेष्टा में हिंदी को उर्दू से भर दिया जबकि दूसरा संस्कृत की तत्समता की ओर झुका। राजा शिवप्रसाद हिंदी को व्यापक स्वीकृति दिलाने और सरल बनाने के लिए उर्दू की शब्दावली इसमें लाने लगे। राजा लक्ष्मण सिंह संस्कृत की तत्सम शब्दावली वाली विशुद्ध हिंदी के पक्षधर थे। भारतेंदु हरिश्चंद्र ने इन दोनों की भाषा पद्धति में से बीच का एक मार्ग निकाला।

हिंदी की विकास—यात्रा को आगे बढ़ाने में ईसाई धर्म के प्रचारकों का भी योगदान रहा। उन्होंने अपने धर्म का प्रचार करने के लिए यहां की व्यवहार में लोकप्रिय और जनता के लिए सरल स्वीकृत हिंदी को अपनाया। इसी प्रकार, आर्य समाज के संस्थापक दयानंद सरस्वती ने आर्यधर्म के प्रचार—प्रसार के लिए 'सत्यार्थ प्रकाश' का प्रकाशन हिंदी में कराया।

हिंदी साहित्य के आधुनिक काल (सन

1850 से प्रारंभ) को 'गद्यकाल' भी कहा गया है। गद्य साहित्य ने ही खड़ी बोली हिंदी की रचना को वास्तविक विस्तार दिया। इसी काल में छापेखाने के आविष्कार, पत्रकारिता की शुरुआत और साहित्य की नवीन विधाओं के उदय से गद्य-लेखन का क्षेत्र बढ़ा। यह काल अंग्रेजी शासन से मुक्ति के लिए संघर्ष का काल भी है। साहित्य और पत्रकारिता इस संघर्ष के हथियार बने। इसी क्रम में नए-नए समाचारपत्र और पत्रिकाएं निकलने लगे। पंडित युगल किशोर के संपादन

में 'उदंत मार्तण्ड' नाम का एक संवाद पत्र निकला जो हिंदी का पहला समाचार पत्र था। दुर्गा प्रसाद मिश्र के संपादन में 'उचित वक्ता', सदानंद मिश्र के संपादन में 'सारसुधानिधि', भारतेंदु हरिश्चंद्र के संपादन में 'हरिश्चंद्र मैगज़ीन' और 'हरिश्चंद्रचंद्रिका' जैसे पत्र-पत्रिकाएं निकलीं।

खड़ी बोली हिंदी के हित में महावीर प्रसाद द्विवेदी का आगमन बड़ा अर्थकारी सिद्ध हुआ। द्विवेदी जी स्वयं भाषाविद् थे। 'सरस्वती' पत्रिका

का संपादन संभालकर उन्होंने गद्य को व्यवस्थित किया। अभी तक पद्य की भाषा ब्रजभाषा बनी हुई थी, किंतु उन्होंने गद्य की भांति पद्य की भाषा के लिए भी खड़ी बोली को चुना। इस प्रकार उन्होंने गद्य-पद्य की भाषा की विभाजक रेखा को मिटाकर उनके एकीकरण का महत्वपूर्ण कार्य किया।

कालांतर में हिंदी की बढ़ती प्रतिष्ठा को देखकर स्वतंत्र भारत के संविधान में 14 सितंबर, 1949 को इसे राजभाषा का दर्जा दिया गया।

Women's Day at SRO- Bellary

 C.H. Jayashree
Sr. O.M., SRO – Bellary

SRO-Bellary celebrated the occasion with a function held on 7th March in the office premises. The function was presided over by DGM (I/C) Shri P. Sivarama Krishna, who lit the traditional lamp. Smt. C.H. Jayashree, Sr. OM (PS), welcomed the gathering and spoke briefly of the historical perspective of the women's movement against gender discrimination. Shri Sivarama Krishna in his address exhorted all men to treat the women in their household with respect and affection, adding that Indian scriptures and culture accord very special status to womanhood.

Other senior officers and leaders of employee forums also spoke on the



occasion and assured all support to women employees. Smt. V Hemamalini, OM, presented the vote of thanks after which all employees partook of the delicious lunch served on the occasion. To

commemorate the occasion, the women also visited the Missionaries of Charity, Cantonment, Bellary and distributed groceries to the inmates for their nourishment.

RO- Bangalore Celebrates Women's Day



Madhulika Mishra
Dy. Manager, RO Banaglore

Each year International Women's Day is celebrated on 8th March. Female employees of MMTC RO Bangalore celebrated the occasion on 7th March 2014, as 8th March was a holiday, with full enthusiasm. 'Inspiring Change' was the theme for Women's Day 2014. A small function was organized in the office premises. Shri T.D. Suresh Babu, GM, inaugurated the function with lighting of lamp and also chaired it. Shri Thangavel, DGM, welcomed all the women employees individually on to the dais and delivered a heartfelt welcome speech, emphasizing the multi-faceted role of women in the modern world.

Shri Suresh Babu, GM, spoke about the history of Indian women,



their struggle and their role in the growth of India. He congratulated all the women employees and urged their male counterparts to be more sensitive towards the former and to make MMTC a female-friendly organization.

Ms. Padmashree B and Ms. M Sandhya performed a few devotional songs. Ms Sheela Lotlikar spoke about the

achievements and contributions of women towards society, while Ms Madhulika Mishra spoke on the theme of International Women's Day 2014 and also talked about past themes. All the ladies participated in the celebration, and were congratulated by the male employees, who also participated in the function. The function was followed by light refreshments.





Health Talk by Dr. Puja Dewan organized on occasion of International Women's Day

Women's Day Celebrated at RO - Mumbai



Vinaya V Hattangdi
Sr. Manager (F&A)

The International Women's Day was celebrated with great joy & enthusiasm at BKC Mumbai Office. Since this year, the 8th March day happened to fall during a weekend, it was unanimously decided to celebrate the occasion on 7th March 2014.

All the ladies were in the best of spirits and decked out in shades of pink, red and maroon. The day began with distribution of traditional flower *gajaras* and exchange of wishes. Inspirational slogans were displayed on the notice boards. A health talk by Dr. Puja Dewan, gynaecologist from Kokilaben Dhirubai Ambani Hospital, was organized in the Conference Room. Dr. Dewan, daughter of Ex-Director of MMTC

Shri S.M. Dewan, began her session with nostalgic memories of her father's association with MMTC. She adeptly covered many female health issues in her talk, including infertility, post 40-yr's health and menopausal problems, types of cancer affecting women and preventive vaccines for the same, fistulas & cysts, syndromes like PCOS and Endometriosis. All the attendees freely communicated and voiced their questions. The session was enlightening and ended with exchange of contact numbers and email addresses. After the session, a cake was cut and then the ladies gorged

on a lunch of Mumbai's savoury *Pav Bhaji*, arranged specially for the occasion.

The entire programme, though coordinated within a short span of time, boosted the morale and left a sense of unity and positivity among the women that would last for them the entire year.



Activities at RO Chennai Recreation Club



Dinesh Kumar
Chief Manager, RO Chennai

Carrom Tournament

In RO Chennai, Single Carrom Tournament (Ladies and Gents) was conducted by the Recreation Club during 16th to 30th December 2013. Along with Shri S. Manohar Babu, GM and Carrom Champion, Arjuna Award winner Shri Maria Irudayam, Carrom World Cup Winner, was also invited for the inauguration of the Tournament. Inaugural match was played between Shri Manohar Babu and the guest Shri Irudayam. The Tournament extended to two weeks. There were total 39 participants, including 32 Gents and 7 Ladies. At the end of the tournament, Shri E. Venkatesan and Shri A. Thangaraj were declared the Gents Singles Winners and Runners respectively, and Smt Prema Ramkumar and Smt T Sumathi were declared the Ladies Singles Winners and Runners respectively. The winners were awarded trophies during the New Year Eve function.

Picnic to Yelagiri Hill Station

Recreation Club of RO Chennai organized a picnic for employees

and their families during 22nd & 23rd February 2014. Yelagiri, the beautiful Hill Station of Tamil Nadu, was selected as the destination. Yelagiri or Elagiri is a small hill station in between the towns of Vaniyambadi and Jolarpettai, located in Vellore District, 230 km from Chennai. It is located at an altitude of 1410.6 metre above Sea Level and is surrounded by orchards, rose-gardens, and green valleys. It is neither as crowded nor as developed as Ooty and Kodaikanal hill stations, but is surrounded by natural beauty.

As per the picnic programme, buses

to Yelagiri from Chennai started at 7 a.m, picking up employees from different locations in Chennai. At a distance of 80 kms from Chennai, breakfast was arranged, before the next phase of the journey on the NH 4. This four lane road is well maintained, with beautiful flowering shrubs planted in the middle of the road. As it was the flowering season, most of the plants were in bloom and looked beautiful.

After a journey of 3 hours on the NH 4, our buses turned towards Yelagiri hills which were nearly 22 kms from the National Highway. Once the hills began, there were 14



hairpin turns that made it a difficult drive. After another hour, we reached Yelagiri around 2 pm. Our Recreation club had made fine arrangements for accommodation in TTDC Hotel YatriNiwas. It was situated on the main road with very picturesque surroundings. Arrangements had also been made for outings at Yelagiri.

Once we had our lunch, we became ready to go out for local sightseeing. We visited Punganoor Artificial Lake cum-Park, Temple

and Musical Fountain Park. In the evening, we returned to the hotel, where some games were arranged for the children and quiz competition for all. After dinner, there was a bonfire, followed by cultural evening. All the members had great fun and enjoyed the picnic, which was a refreshing change. Next day, after breakfast we started our return journey and reached Chennai by 1.30 pm. It was an enjoyable experience for one and all.



New Year gathering at RO Chennai.

My Grandmother

Ms Yashaswini Sharma
D/o Sh. Umesh Sharma,
CGM (F/A)

My grandmother is so sweet you
just believe,
You'll be tired of counting the
gifts you receive.

She will always tell you to eat,
And will offer you a seat.

Do something wrong and
beware of danger,
She will fire you with her anger.

She is more caring than anyone
else,
When you are with her you
forget the rest.

Her relatives are so many,
But when she speaks you don't
know any.

Howsoever she is I find her the
best,
She helps me out whenever I
have a test.

East or West My Grandmother
is the Best.



MMTC's Sporting Spirit



Kiran B Lakra
Manager (Personnel)

As part of the Golden Jubilee Celebrations of MMTC, a 20-20 cricket match was organized at the Modern School Cricket Grounds, Barakhambha Road on 29th March, 2014. The match was inaugurated by Shri D.S. Dhesi, CMD. S/Shri Rajeev

Jaideva, Director (P), M.G. Gupta, Director (F), and Anand Trivedi, Director (Mktg) were also present. Senior officers and employees with family and friends came to cheer their favourite team and players.

The match was played between two teams i.e. CMD XI led by Sh. R.K.

Sharma, and Directors' XI led by Sh. L.M. Bagga. Though the match was a 'celebration' match, it was played with much intensity and seriousness. Every run scored and each fall of wicket was cheered loudly by the knowledgeable and appreciative spectators.



Glimpses from the ground



Director (P) Shri Rajeev Jaideva hands over the trophy to the winning CMD XI team

Batting first, CMD XI scored 123 runs for the loss of 8 wickets. R.K. Sharma played a captain's knock of 53 runs which turned out to be the highest individual score of the match. L.M. Bagga bowled tightly to bag three wickets for Directors' XI. In response, Directors' XI was all out for 90 runs with brilliant bowling by R.K. Sharma and B.S. Negi bagging four and three wickets respectively. The match was won by CMD XI by 33 runs.

The match may have been won by CMD XI but the ultimate winner was the spirit of MMTC seen in every player and spectator alike in their excitement, enthusiasm and elation.

While presenting the winners' trophy to CMD XI, Director (P) was full of praise for the spirit shown by the players, and he encouraged the gathering to organize such matches on a regular basis. He reminded that such sporting activities promoted leadership qualities, camaraderie, and the attitude to excel. He assured the players of support from the Management.



CMD Shri D. S. Dhesi takes the field



Holi Celebrations at CO

One of the major festivals of India, Holi is celebrated with enthusiasm and elation on the full moon day in the month of falgun, which is the month of March as per the Gregorian calendar. The festival may be celebrated by various names and people of different regions might be following diverse traditions. But

what makes Holi a unique and special occasion is the spirit of inclusion and gaiety which remains the same throughout the country and even across the globe wherever it is celebrated. The festival of Holi celebrates the beginning of the new season, spring. Originally, it was a festival that commemorated good harvests and fertility of the land,

but is now a symbolic commemoration of events from the Hindu Mythology.

In large parts of India, the festival is celebrated with a lot of colors, water balloons and water guns. Parties are often organized across the length and breadth of the country where people dance to music and greet each other with colors.

In MMTC Corporate Office, Holi gatherings were organized on 13th and 14th of March, 2014. On Thursday, the ladies of MMTC gathered for token celebrations with flowers and sandal paste, followed by lunch. On Friday, the Employees' Union of MMTC organized a gathering of all employees to celebrate Holi with gulal and flowers, which was followed by tea and snacks.



MMTC Employees celebrate the festival of Holi with colours, flowers, and good wishes at the functions organized in CO





एमएमटीसी कालोनी में होली का रंगारंग कार्यक्रम



त्रिभुवन महतो
अध्यक्ष, आरडब्ल्यूए



गत वर्ष की भांति इस वर्ष भी एमएमटीसी कालोनी, नई दिल्ली में रंगों का त्यौहार होली बड़े धूमधाम से मनाई गई। दिनांक 16.3.2014 को सांय 7.00 बजे होलिका दहन का आयोजन किया गया। इस अवसर पर श्री बी.एल. जैन, महाप्रबंधक, वित्त व लेखा एवं आरडब्ल्यूए के वरिष्ठ सदस्य श्री वीरेन्द्र सिंह (बिचा) के कर कमलों द्वारा होलिका दहन संपन्न हुआ। होलिका दहन के कार्यक्रम में सभी कालोनीवासियों ने बड़-चढ़कर भाग

लिया। ढोल नगाड़ों के साथ कालोनीवासियों ने एक दूसरे को चंदन का टीका लगाया और होली की शुभकामनाएं दी। इसके पश्चात आरडब्ल्यूए ने कालोनी वासियों के सभी घरों में मिठाई बांटी।

अगले दिन 17.4.2014 को रंगों का त्यौहार होली कालोनी में बड़े धूमधाम एवं हर्षोल्लोस के साथ मनाई। इस अवसर पर कालोनीवासियों ने एक दूसरे को गुलाल और रंग लगाकर होली की शुभकामनाएं दी।

आरडब्ल्यूए के सभी सदस्यों ने कालोनी के सभी ब्लाकों में जाकर होली खेली। होली का यह रंगारंग कार्यक्रम दोपहर 3 बजे तक चला।

आरडब्ल्यूए पुनः सभी कालोनीवासियों का होली के इस पावन



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



Running the Race



A.F. Sequeira
AGM (FSA)
(MMTC Colony Resident)

In the course of a morning walk along the paved path in the Park, it is not uncommon to encounter the more athletic jogger running in full stride into you. One gently steps to one side and ruefully glances at one's protruded belly or wobbly knees. The thoughts of getting into a trot are quickly dispelled and one is left admiring the runner. The runner sailing past triggers a flow of thoughts far removed from mundane matters like the dry tap in the kitchen. The runner, who has whizzed past, is a reminder of the fact, that we are all running the race.

In the pointless pursuit of material objects we race and race like there is no tomorrow. The attainment of one goal signifies that there is a bigger goal to be achieved. We forever complain about the lack of time and do not even have the time to savor the triumph in attaining the original goal. However, a few like the runner among many walkers, run towards a goal or mission and further and further away from obstacles.

The child loves to run even before it can properly walk. Running is an inalienable part of our life. One can see the primal expression of joy, victory and triumph in the

members of the teams in their victory run around the stadium on winning a major trophy and overcoming a worthy opponent. At times, the athletes strut with the national flag during the run. For that brief moment, all the countrymen suspend their angst and soak in the glory of the moment. One also runs in fright, to avoid aggressive people or violent situations. Visuals of masses of protesting people running away from riot police to avoid the tear gas or batons are repeatedly shown on TV. One could also be running away from unpleasant situations or people.

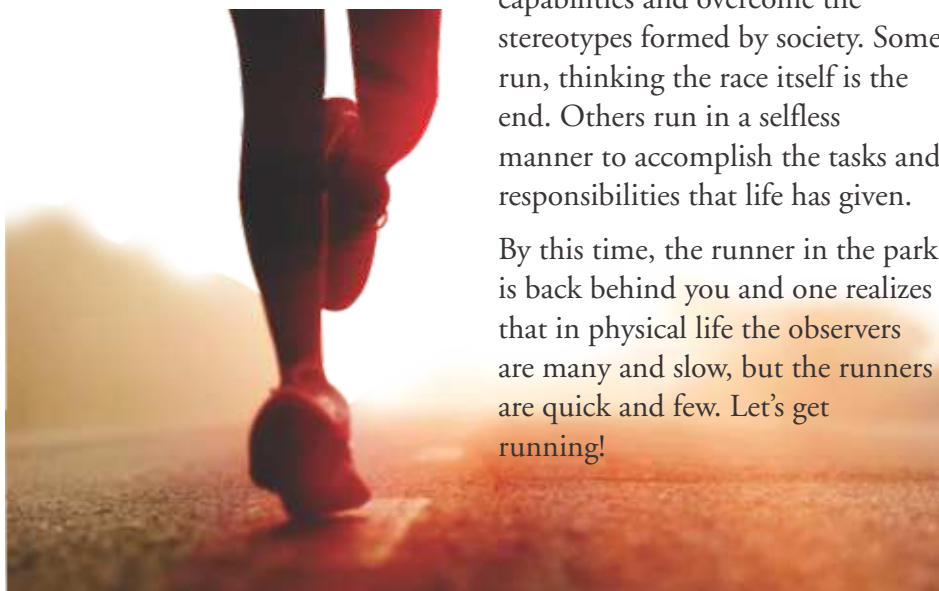
For when we are threatened, nature has equipped us to sense the imminent danger. Our metaphorical antennae get activated and the response is dictated by the brain. Some get into battle mode to

address the source of violence. Others hasten away quickly from what could potentially damage or destroy, even if the source is covert. A few quietly remove themselves from the situation.

The image of a mob of people running or moving forward together inspires the building of a collective solidarity. The idea of a race is deeply embedded in our psyche. Smart operators organize races like marathon, semi marathon, five miles race, etc to promote some cause or to raise funds for some charity or noble cause.

There are those who run to achieve goals far worthier than personal glory and the race is more inward than outward. Some are compelled to race to overcome handicaps imposed by nature. Others race to reaffirm the belief in their own capabilities and overcome the stereotypes formed by society. Some run, thinking the race itself is the end. Others run in a selfless manner to accomplish the tasks and responsibilities that life has given.

By this time, the runner in the park is back behind you and one realizes that in physical life the observers are many and slow, but the runners are quick and few. Let's get running!



पुरी में जगन्नाथ मंदिर के अजूबे



कोमल शर्मा
व. का. प्रबंधक

1. मन्दिर के ऊपर झंडा हमेशा हवा के विपरीत दिशा में लहराते हुए देखा जा सकता है।
2. पुरी में किसी भी जगह से आप मन्दिर के ऊपर लगे सुदर्शन चक्र को देखेंगे तो वह आपको सामने ही लगा दिखेगा।
3. सामान्य दिन के समय हवा समुद्र से जमीन की तरफ आती है, और शाम के दौरान इसके विपरीत, लेकिन पुरी में इसका उल्टा होता है।
4. पक्षी या विमानों को मंदिर के ऊपर उड़ते हुए नहीं पायेगें।
5. मुख्य गुंबद की छाया दिन के किसी भी समय अदृश्य है।
6. मंदिर के अंदर पकाने के लिए भोजन की मात्रा पूरे वर्ष के लिए रहती है। प्रसाद की एक भी मात्रा कभी भी व्यर्थ नहीं जाती है, इसे कुछ हजार लोगों से लेकर लाखों लोग ग्रहण करते हैं।
7. मंदिर में रसोई (प्रसाद) पकाने के लिए 7 बर्तन एक दूसरे पर रखा जाता है और लकड़ी पर पकाया जाता है। इस प्रक्रिया में शीर्ष बर्तन में सामग्री पहले पकती है फिर क्रमशः नीचे की तरफ एक के बाद एक पकते जाती है।
8. मन्दिर के सिंहद्वार में पहला



9. कदम प्रवेश करने पर (मंदिर के अन्दर से) आप सागर द्वारा निर्मित कोई भी ध्वनि नहीं सुन सकते, पर पहला कदम पार करते ही (मंदिर के बाहर से) आप इसे सुन सकते हैं।
9. मंदिर का रसोई घर दुनिया का सबसे बड़ा रसोई घर है।
10. प्रति दिन सांयकाल मंदिर के ऊपर लगी ध्वजा को मानव द्वारा उल्टा चढ़ कर बदला जाता है।
11. मंदिर का क्षेत्रफल चार लाख वर्ग फीट में है। मंदिर की ऊंचाई 214 फीट है।
12. विशाल रसोई घर में भगवान जगन्नाथ को चढ़ाने वाले महाप्रसाद को बनाने के लिए 500 रसोईये एवं 300 उनके सहयोगी काम करते हैं।

“जय जगन्नाथ जय जय जगन्नाथ”

बड़बिल में सेवा निवृत्ति



कोमल शर्मा
व. का. प्रबंधक

श्री कालीचरण मुण्डा, वरिष्ठ क्षेत्राधिकारी की आयु 60 वर्ष हो जाने पर उन्हें कम्पनी से दिनांक 31.01.2014 को सेवा-निवृत्ति दे दी गयी।

इस अवसर पर एक समारोह का आयोजन किया गया। इसकी अध्यक्षता करते हुए श्री कृष्ण चन्द्र परीडा, प्रबन्धक ने श्री मुण्डा की सराहना करते हुए कहा कि अपने कार्यकाल के दौरान श्री मुण्डा ने किसी को शिकायत का मौका नहीं दिया। वे काफी मिलनसार व्यक्ति रहे। श्री मुण्डा ने अपने छोटे से भाषण में कहा कि एमएमटीसी से उन्हें जो गौरव व प्रतिष्ठा प्राप्त हुई है उसे व कभी नहीं भूल पायेंगे।

इसके पूर्व दिन अर्थात् 30 जनवरी, 2014 को एससी/एसटी वेलफेयर एसोसिएशन द्वारा श्री मुण्डा को भावभीनी विदाई दी गयी।

सेवा निवृत्ति: दायें, श्रीमती नसीमा खातून, और नीचे, श्री कालीचरण मुण्डा



श्रीमती नसीमा खातून, चपरासी को कम्पनी से दिनांक 31.03.2014 को सेवा-निवृत्ति दे दी गयी।

इस अवसर पर एक समारोह का आयोजन किया गया। इसकी अध्यक्षता करते हुए श्री शिवनारायण त्रिपाठी,

वरिष्ठ प्रबन्धक ने कहा कि श्रीमती नसीमा ने अपने कार्यकाल के दौरान अपने कर्तव्य का पालन पूर्ण निष्ठा के साथ किया है। उनकी कामना है कि सेवा-निवृत्ति के उपरांत श्रीमती खातून का जीवन मंगलमय हो।



Retirement of Shri Sher Singh,
Manager, from SRO, Ludhiana

Retirement at Ludhiana

Superannuations at CO



Shri M.G. Gupta, Dir (F), with
Shri Pritam Lal

Shri Pritam Lal	Sr. Manager
Date of Retirement	31/01/2014



Shri Anand Trivedi, Dir (Mktg.),
with Shri R.C. Pant

Shri Ramesh Chandra Pant	Sr. Manager
Date of Retirement	28/02/2014



Shri Umesh Sharma, CGM (IA),
with Shri P.K. Ajbani

Shri Prahlad Kumar Ajbani	Manager
Date of Retirement	28/02/2014



Shri Anand Trivedi, Dir (Mktg.),
with Shri P. C. Joshi

Shri Prakash Chandra Joshi	Manager
Date of Retirement	31/03/2014

Superannuation in Paradip



S. Rahim Basha
Dy. Manager (Admn/RB)

Shri Dayanidhi Mohanty, Sr. Manager, attained superannuation on 28.02.2014. A farewell function was organized by SRO Paradip in the office premises. Shri Mohanty joined MMTC in the year 1973. He served the Company for 40 years, and remained a humble and sincere employee all through his service.



Shri Sanatan Jen, Gen. Secy.,
MMTC Officers' Association,
RO Bhubaneswar, handing over the
gold medallion to Shri D. N. Mohanty,
Sr. Manager on the occasion of the
latter's superannuation

MMTC acknowledges the dedicated service of its employees to the Corporation and wishes them the best in life.

Stop Press

भारत रत्न बाबा भीमराव अम्बेडकर जी की 122 वीं जयन्ती पर कार्यक्रम



ईश्वर सिंह
व. का. प्रबन्धक

गत वर्षों की भाँति इस वर्ष भी कारपोरेट कार्यालय में भारत रत्न बाबा भीमराव अम्बेडकर जी की 122 वीं जयन्ती 14 अप्रैल, 2014 को सार्वजनिक अवकाश घोषित होने के कारण 16 अप्रैल, 2014 को बड़ी धूम धाम से मनाई गई। सभी अधिकारियों एवं कर्मचारियों ने बाबा साहब को श्रद्धा सुमन अर्पित किये। एस सी/एस टी महासंघ के अध्यक्ष श्री राकेश पीपल ने उपस्थित सभी अधिकारियों एवं कर्मचारियों का हार्दिक स्वागत किया। निदेशक (कार्मिक) श्री राजीव जयदेव जी, निदेशक (विपणन) श्री वेद प्रकाश जी एवं निदेशक (विपणन) श्री पी.के. जैन जी ने माल्यार्पण किया तथा बाबा जी के जीवन दर्शन पर अपने उद्गार प्रकट

किये एवं उनके आदर्शों एवं सिद्धान्तों पर चलने के लिए प्रेरित किया। श्री बनवारी लाल जी ने भी बाबा जी के आदर्शों एवं सिद्धान्तों को जीवन में उतारने को ही सच्ची श्रद्धांजलि

बताया। इस अवसर पर श्री डी.सी. शर्मा एवं नरेश कुमार विज ने भी बाबा जी की उपलब्धियों को बताया तथा



निदेशक (कार्मिक) श्री राजीव जयदेव जी ने बाबा साहब को श्रद्धा सुमन अर्पित किया।

उनको असाधारण प्रतिभा का धनी बताया।

कार्यक्रम के अन्त में श्री राम निवास जी ने उपस्थित सभी लोगों को धन्यवाद देते हुए एसोसिएशन की ओर से आभार प्रकट किया। इस अवसर पर एसोसिएशन के सभी एक्जीक्यूटिव सदस्यों, सर्वश्री रामनिवास, आर.के. मीणा, अशोक कुमार, ईश्वर सिंह, महाबीर, अरुण ने सामुहिक रूप से उपस्थित जन समूह को जलपान कराया।

गत वर्षों की भाँति इस वर्ष भी कार्यालय में सभी लोगों के लिए भण्डारे का आयोजन एसोसिएशन की ओर से किया गया।



MMTC Signs MoU with the MoC



MMTC Limited inked an MoU with the Department of Commerce, Ministry of Commerce & Industry, for the year 2014-15. Commerce Secretary Shri Rajeev Kher and Shri D.S. Dhesi, IAS, CMD – MMTC, signed on the MoU on 25th March, 2014. Under the MoU, the turnover, gross margin and other parameters for MMTC during 2014-15 have been decided. A turnover target of approx. INR 27,000 crores is estimated for MMTC during the FY 2014-15.