

सचेतना

अहतिना

Sachetana

No. 14 • October, 2023



Vigilance Awareness Week-2023

“ भ्रष्टाचार का विरोध करें - राष्ट्र के प्रति समर्पित रहें।
Say no to corruption ; commit to the Nation. ”

VAW-2022



Release of **Sachetana** Newsletter



Release of **PIDPI** Booklet



Release of **Do's & Dont's**



Award Winning Ceremony - 14.11.2022



ईस्टर्न कोलफील्ड्स लिमिटेड
Eastern Coalfields Limited

(कोल इंडिया की एक अनुषंगी)
(A Subsidiary of Coal India Limited)

(भारत सरकार का एक उपक्रम)
(A Govt. of India Undertaking)



MESSAGE

It is heartening to note that as per the directives of Central Vigilance Commission, Vigilance Awareness Week-2023 is being organized by ECL's Vigilance Department from 30th October to 05th November, 2023 and as a part of the programme, the Department is publishing a Newsletter "SACHETANA" on this occasion.

Vigilance functioning is invaluable to the organization as it not only strives towards making the Organization transparent, corruption free and efficient, but also adds value towards generating a sense of trust in the organization by the society at large.

I understand this year's theme of Vigilance Awareness Week i.e. "Say no to corruption; commit to the Nation" is very relevant in the present context. Corruption affects the growth of a nation, reduces the Government's income and creates inequalities in distribution of income and wealth. It is a major factor hindering development.

I convey my heartiest complements to all those associated with observance of the Vigilance Awareness Week, 2023.


(A.P.Panda)

Chairman-cum-Managing Director

पंजीकृत कार्यालय / Regd. Office

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From the CVO's Desk

It gives me great pleasure in bringing out the new issue of "SACHETANA", the Vigilance News letter of Eastern Coalfields Limited during the Vigilance Awareness Week, 2023 which is going to be observed from 30th October, 2023 to 05th November, 2023 with the following THEME :-

" भ्रष्टाचार का विरोध करें - राष्ट्र के प्रति समर्पित रहें "

"Say no to corruption; commit to the Nation"

Corruption takes away the rights of people and hinders the pursuit of justice for all, nation's progress and affects the collective power of the nation. The need of the hour is to take timely decisions, curb delays and keep our commitments to our customers. This can be achieved jointly by every individual in the organization playing their role to the best in a transparent environment.

The main motive of Vigilance is to help the organization to be rooted to sound systems, structures and procedures so that people can be guided by them and be focused on continual improvement of business practices. The Vigilance Department of ECL is endeavoring to create an environment in which the honest can work fearlessly and the corrupt has no place to hide.

Vigilance and honesty have been part of Indian culture and on the occasion of Vigilance Awareness Week, 2023, I urge all stakeholders to uphold the spirit of vigilance as it is essential for national prosperity. Let us join together and work for curbing corruption in all spheres of life for the prosperity of this Company and development of the Country as a whole.


(M K Mishra)
CVO, ECL



राष्ट्रपति
भारत गणतंत्र
PRESIDENT
REPUBLIC OF INDIA

MESSAGE

I am pleased to know that the Central Vigilance Commission is observing Vigilance Awareness Week, 2023 from 30th October to 5th November, 2023 on the theme:

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

Bringing about transparency and accountability in governance is one of the most important factors in ensuring all-round growth and development of the country. It is the collective responsibility of all the citizens of the country to fight for the ideals of ethics and integrity.

I solicit the participation of all the citizens of the country in joining the Central Vigilance Commission in this initiative. This year, CVC has also undertaken a three-month campaign on preventive vigilance measures.

I am sure that all these efforts will go a long way in spreading awareness and promoting the ideals of ethics and integrity in public life.

(Droupadi Murmu)

New Delhi
October 12, 2023



सायमेव जयते

उपराष्ट्रपति
भारत गणराज्यVICE-PRESIDENT
REPUBLIC OF INDIA**MESSAGE**

Happy to know that the Central Vigilance Commission (CVC) is observing Vigilance Awareness Week from 30th October to 5th November 2023 under the theme "Say no to corruption; commit to the Nation".

Corruption erodes the foundation of our democracy and poses a major hindrance to our growth and development. Vigilance Awareness Week serves as a powerful reminder of our collective responsibility to promote a corruption-free society and uphold transparency and ethical conduct in governance. The active participation of all government employees in Vigilance Awareness Week will contribute towards ensuring accountability in administration, which in turn will pave the way for a more virtuous society.

I extend my best wishes to the Central Vigilance Commission and the entire team of Vigilance Officers for their tireless efforts to foster a more ethical administrative ecosystem.

Jagdeep Dhankhar

New Delhi
October 21, 2023



सत्यमेव जयते

प्रधान मंत्री
Prime MinisterMESSAGE

I am happy to learn about the initiative taken by the Central Vigilance Commission (CVC) to hold the Vigilance Awareness Week from October 30 to November 5, 2023. It is befitting that this is observed in the week of Sardar Vallabhbhai Patel's Jayanti - his life's message is about service and integrity.

The theme of the Week – 'Say no to corruption, commit to the nation' reflects one of the foremost priorities of eliminating corruption.

CVC's efforts in combating corruption and its contribution to the nation's socio-economic development are commendable. The Commission's manifold initiatives, including a three-month campaign on measures for preventive vigilance measures bolster its anti-corruption efforts.

For the development of any country or any state, it is necessary to eliminate corruption and ensure transparency in governance. Our commitment to maintaining zero-tolerance towards corruption is unwavering. Over the last 9 years, a number of steps have been taken to curb corruption, as well as to institutionalise honesty.

The people, especially youngsters, have a crucial role in strengthening the fight against corruption. Raising awareness is a particularly important way of catalysing a mass movement in this direction.

All our efforts are aimed at building a New India, which stands for pro-people progress and corruption-free governance. I firmly believe that when the country celebrates 100 years of freedom in 2047, India will be a developed nation. Anti-corruption initiatives play an important role in making this happen.

Best wishes for making Vigilance Awareness Week celebrations a huge success. May these efforts go a long way in enhancing transparency and probity in public life.

(Narendra Modi)

New Delhi
कार्तिक 05, शक संवत् 1945
27th October, 2023

प्रल्हाद जोशी
PRALHAD JOSHI
ಪ್ರಲ್ಹಾದ ಜೋಶಿ



संसदीय कार्य, कोयला एवं खान मंत्री
भारत सरकार
नई दिल्ली
MINISTER OF PARLIAMENTARY AFFAIRS,
COAL AND MINES
GOVERNMENT OF INDIA
NEW DELHI

D.Y. No. 52/HMPA/2023



Message

I am happy to know that the Central Vigilance Commission is organizing Vigilance Awareness Week from 30th October to 5th November, 2023 and commemorating the occasion of birthday of Bharat Ratna Sardar Vallabhbhai Patel with the theme of "Say no to corruption; commit to the Nation". During the period various events will be organized by the Commission. I do hope that such events will encourage everyone to emulate Sardar Saheb's ideals of making Bharat as One and Strong Nation.

I convey my best wishes for the success of the programme.

(Pralhad Joshi)

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केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION

सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023
Satarkta Bhawan, G.P.O. Complex,
Block A, INA, New Delhi-110023
023/VGL/035
सं./No.....
दिनांक / Dated..... 25.10.2023

MESSAGE

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

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

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

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

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

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

(Arvinda Kumar)
Vigilance Commissioner

(Praveen K. Srivastava)
Central Vigilance Commissioner



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MESSAGE

I am happy to note that the Vigilance Department of ECL is observing "Vigilance Awareness Week 2023" from 30.10.2023 to 05.11.2023 with the theme:-

"भ्रष्टाचार का विरोध करें राष्ट्र के प्रति समर्पित रहे"

" Say no to corruption; commit to the Nation;

The Central Vigilance Commission on 31st October 1999, introduced the practice of observing the week starting from the birthday of Sardar Vallabhbhai Patel as Vigilance Awareness Week which aims to ensure that the organization gets maximum benefits out of its various transactions and create an awareness to all the stakeholders.

I hope, the Souvenir "SACHETANA" will reach all employees of our company with a powerful message highlighting the perils of corruption and malpractices and ways and means to eradicate the same.

I take this opportunity to compliment the employees of Vigilance Department for their untiring effort to make the awareness week highly successful one. I would further like to appreciate our employees who participated in the various activities whose whole hearted participation created awareness amongst employees about the need to be accountable to the society at large.

With best wishes,


MD. ANZAR ALAM
 Director(F)

पंजीकृत कार्यालय / Regd. Office
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AHUTI SWAIN
DIRECTOR (PERSONNEL)

आहुति स्वाई
निदेशक (कार्मिक)



ECL

इस्टर्न कोलफील्ड्स लिमिटेड
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Message

It is a pleasure to know that Vigilance Department of ECL is going to publish Newsletter "Sachetana" during the observance of Vigilance Awareness Week from 30th Oct 2023 to 05th Nov 2023 on the theme "भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें" "Say no to corruption; commit to the Nation".

Vigilance awareness and thereby, ensuring Transparency, Accountability and Honest Corporate behaviour impacting positively on the health of the Company is paramount. Vigilance should be seen as a part of the overall risk management mechanism of the Company, wherein systems are structured to enhance efficiency and effectiveness of an organisation, and enhance accountability to the stake holders.

Being a citizen of India and a part of PSU, we have responsibility towards change, promote integrity and eradicate corruption.

I congratulate the Chief Vigilance Officer and his team for bringing out very useful vision through "Sachetana".

Best Wishes.

(Ahuti Swain)
Director (Personnel)

नीलेंदु कुमार सिंह
निदेशक तकनीकी (यो०/परि०)
Nilendu Kumar Singh
Director(Technical)(Proj&Plg.)



ईस्टर्न कोलफील्ड्स लिमिटेड
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सन्देश

It is heart-warming to know that, our Vigilance Department is going to observe the Vigilance Awareness Week 2023 from 30.10.2023 to 05.11.2023, under the guidance of Central Vigilance Commission. This year the topic of the Awareness Week is **“SAY NO TO CORRUPTION; COMMIT TO THE NATION - भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें”**, which is befitting with the long-standing principle of righteousness and honesty, our Motherland is treasured with.

Undoubtedly, corruption is the principal negativity which drags a society backward, which ultimately hinders the progress of the nation. Corruption acts like a clog to growth and prosperity of any country. Once Swami Vivekananda said, *“All narrowness, all contraction, all selfishness is simply slow suicide, and when a nation commits the fatal mistake of contracting itself and of thus cutting off all expansion and life, it must die”*.

It is upon to us, all the citizens of India, to shrug-off those slumber of weaknesses and selfishness, which will be the proper sacrifice for our beloved Motherland.

At this point, this is the opportunity to pledge and practice integrity in daily lives and profession, to eradicate corruption and instil integrity, ethics, and morality in the society.

Our Vigilance Department is standing tall, acting like the Polestar to the direction of Honesty to the coal society, steering coal fraternity from the occasional thorny path of corruption, to elevated unselfish and honest pathway of integrity.

I whole-heartedly wish this observance of Annual Vigilance Week 2023 by our Vigilance Department and their in-house publication of the Annual Vigilance Magazine, **“SACHETANA”**, will act as luminary to our employees, as well as to the society.

All the best to the members of Vigilance Department, who are not only limited within their boundary, but throughout every layer of our society, for the ensuing Annual Vigilance Week 2023.

सत्यमेव जयते॥


(नीलेंदु कुमार सिंह)



ECL



NILADRI ROY
DIRECTOR (TECH) OP

ईस्टर्न कोलफील्ड्स लिमिटेड
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MESSAGE

It gives me immense pleasure to know that Vigilance Department, ECL is publishing a Newsletter "SACHETANA" during the Vigilance Awareness Week to be observed from 30th October to 05th November 2023.

As we gather to observe Vigilance Awareness Week 2023, we embark on a journey to strengthen the pillars of Integrity and Vigilance in our society. This week provides us with an opportunity to reflect on the importance of ethical behavior, transparency, and accountability in all aspects of our lives.

In a world that constantly evolves, where challenges and temptations can sway us from the path of righteousness, our commitment to vigilance becomes all the more crucial. It is a time to reaffirm our collective responsibility to uphold the principles of Honesty, Fairness, Justice and Transparency.

*This year's theme, "**Say No to Corruption; Commit to the Nation**" underscores our duty to foster a culture of Vigilance and Integrity. It calls for empowerment of individuals, organizations, and communities to stand up against corruption and unethical practices.*

During this Vigilance Awareness Week, let us renew our commitment to build a society free from corruption, where opportunities are accessible to all, and where justice prevails. Together, we can illuminate the path towards a brighter, more ethical future.

May the light of Vigilance and Integrity guide us in our endeavours towards a corruption free society and Nation.

(Niladri Roy)
Director (Tech)OP
ECL, Sanctoria

REPORT ON VAW-2022



DR. SATYENDRA KUMAR
General Manager (Vigilance)

ECL celebrated Vigilance Awareness Week from 31.10.2022 to 06.11.2022 as per directives of Central Vigilance Commission. This year the theme of observing Vigilance Awareness Week was

“अष्टाचार मुक्त भारत – विकसित भारत”
“Corruption free India for a developed Nation”.

At the outset, on 31.10.2022, at 11.00 am, Shri Md. Anzar Alam, Director (Finance), ECL administered the Integrity Pledge to bring about integrity and transparency in all spheres of our activities and also encouraged everyone to work unstintingly for eradication of corruption in all spheres of life. Also, a ceremony to reverently remember Sardar Vallabhbhai Patel on the occasion of his 146th birth anniversary was organized at ECL HQ by offering floral tribute and paying homage to Sardar Patel. Ekta Diwas Pledge was also administered by CVO, ECL.

Similarly, pledge was administered by the respective GMs/HODs in the Area establishments / Project and Unit levels at 11 AM on 31.10.2022.

Messages received from Hon'ble President, Vice-President, Prime Minister, Coal Minister & CVC were readout by S/Shri Md. Anzar Alam, Director (Finance); M K Mishra, CVO; General Manager (Vigilance); General Manager (Civil); HOD(Personnel/Executive Establishment) respectively on 31.10.2022 at ECL HQ. On this occasion, the Vigilance Newsletter of 2022 – “Sachetana”, a booklet on PIDPI, and a booklet of Do's and Don'ts were released.

During VAW-2022 Week, following programme were organised :-

- ◆ On 31.10.2022, awareness cum quiz competition was organized with active participation of officials at Kunustoria Area, and Sodepur Area.
- ◆ On 01.11.2022, college students of Law College Durgapur participated in procession / Walkathon to inculcate awareness among public about Preventive Vigilance practices.
- ◆ On 02.11.2022, awareness cum quiz competition was organized with active participation of officials at Kajora Area, and Sonapur Bazari Area.
- ◆ On 03.11.2022, essay writing competition among students of Hindi Haripur High School Sonapur Bazari Area.
- ◆ On 04.11.2022, Vendors meet was organized at Dishergarh Club, ECL HQ. More than 80 nos. of Vendors from each and every area of ECL along with executives of ECL participated in the program. Various issues and problems of the Vendors were discussed.

- ◆ On 05.11.2022, drawing competition at Primary School Shyamsundarpur Colliery Bankola Area, essay writing competition among students of DAV School Raniganj Kunustoria Area, drawing, essay and quiz competition at DAV, Jhanjhra along with awareness cum quiz competition among officials of Jhanjhra Area.
- ◆ On 06.11.2022, a cyclathon by school children from Bankola Area office to Shyamsundarpur Colliery was organized.

Apart from above, Gram Sabhas were organized on 09.10.2022 at Kajora Gram Panchayat, 28.09.2022 at Satgram Area and at Jemari Raniganj Block, 29.09.2022 at Bansra Colliery for dissemination of awareness in Gram Panchayats sensitizing citizens on the ill effects of corruption and lectures by Vigilance officials followed by discussion.

On 19.10.2022, as a Run-Up program for VAW 2022, an interactive session was organized in presence of CVO, ECL and Vigilance department with executives and staff of Sonepur Bazari Area. Discussion was held on various aspects of tendering process and on the various housekeeping cum preventive vigilance activities prescribed by the CVC.

Banners and posters with anti-corruption slogans were displayed at strategic points in ECL HQ and all the areas / units / establishments.

Besides these, to ensure larger participation in VAW 2022, the following actions were taken.

- a) Message from GM Vigilance, ECL was sent to all executives (about 2000 nos.) by bulk SMS to their CUG Mobile Number on 26.10.2022.
- b) The photographs were uploaded in Social media through Facebook page under Eastern Coalfields Limited on daily basis.
- c) Wide publicity to take e-pledge by all the employees of ECL and their families made by e-mail to all GMs/HODs of all Area / Department / Unit / Establishment of ECL.
- d) An active link with the banner of INTEGRITY PLEDGE (as provided by CVC) has been placed in ECL website (<http://easterncoal.gov.in>) facilitating to take ePledge.
- e) Different activities during VAW 2022 have been covered by the media and local newspapers.

On 14.11.2022, the observance of the week was concluded in a valedictory function which was presided over by CMD, ECL in august presence of Director (Technical), Director (Finance) & CVO, ECL. The program was held at Board Room of ECL HQ.

On this day children, who stood first in the various activities organized during Vigilance Awareness Week, were felicitated. The felicitation program was followed by release of a Compendium of extant departmental circulars issued by various Head of Departments of Eastern Coalfields Limited.

SAY NO TO
CORRUPTION

Kunustoria Debate Competition 5th Nov, 2022



Kenda Vigilance Awareness cum Quiz Competition



Kunustoria Drawing Competition NS Primary School - 20th, Oct



Sonepur Bazari Street Play





Vendor's Meet organized at ECL, HQ on 04.11.2022



Painting Competition in Mugma area



Essay Competition in Mugma area



Essay writing competition at DAV Public School, Pandaveswar Area



Debate competition at DAV Public School, Pandaveswar Area



Integrity Pledge taken on 31.10.2022 in Poniati workshop



Quiz competition for all workshops of ECL held at Mines Rescue Station



Quiz Competition among staff / officials of various department of ECL, HQ



डा० सत्येंद्र कुमार
महाप्रबंधक (सतकर्ता)

भ्रष्टाचार का विरोध करे, राष्ट्र के प्रति समर्पित रहे

भ्रष्टाचार शब्द का हिंदी भाषा एवं भारतीय संस्कृति के अनुसार व्यापक अर्थ है। भ्रष्टाचार मात्र वित्तीय अनियमितता नहीं है। भ्रष्टाचार दो शब्दों से बना है। भ्रष्ट एवं आचार जिसका मतलब है दूषित आचरण तन, मन और धन तीनों के द्वारा किये गए गैर कानूनी एवं अनैतिक कार्य भ्रष्टाचार की श्रेणी में आता है। वाणी द्वारा अपशब्दों का प्रयोग भी अनैतिक कार्य अर्थात भ्रष्टाचार ही है। झूठ बोलना भी भ्रष्टाचार है।

भ्रष्टाचार राष्ट्र को खोखला बना देता है। जिस देश में भ्रष्ट लोगो की संख्या बढ़ती है वह देश नैतिक एवं आर्थिक रूप से कमजोर हो जाता है। राजनीतिक, आर्थिक एवं सामाजिक तंत्र चरमरा जाता है। स्वार्थी एवं लालची लोगो की संख्या बढ़ने लगती है। शिक्षा एवं स्वास्थ्य पर असर पड़ता है। राष्ट्रीयता खतरे में पड़ जाती है। अंततः देश गुलाम हो जाता है आंतरिक एवं बाहरी शक्तिशाली लोगो के द्वारा।

अभी हमारे देश में प्रजातांत्रिक व्यवस्था है। राष्ट्र के सुचारु रूप से चलने के लिए तीन व्यवस्थाए है।

1. विधायिका
2. कार्यपालिका
3. न्यायपालिका

कोल इंडिया कार्यपालिका का अंग है। जिसके कर्मचारी उत्पादन के द्वारा राष्ट्र के निर्माण में सशक्त भागीदारी का निर्वहन करते है। राष्ट्र निर्माण के लिये नैतिक रूप से कार्य करना जरूरी है।

“राज” नीती बिनु, धन बिनु धर्मा ।
हरहि समर्प बिनु सतकर्मा ॥
विधा बिनु, विवेक उपजाए ।
श्रम करि पढ़े बिनु फल पाए ॥

राज यानि शासन व्यवस्था यदि नीति से नहीं चलता है तो राष्ट्र का पतन हो जाता है। राज नीति से तब चलता है, जब राज (राष्ट्र) के कर्मचारी या जनता नीतिवान होता है। यदि वे अनैतिक कार्य करेंगे तो राष्ट्र को नुकसान होगा।

भ्रष्ट आचरण को दो प्रकार से रोका जा सकता है।

1. आत्म अनुशासन द्वारा
2. राष्ट्रीय कानून के पालन द्वारा

यदि राष्ट्र की प्रत्येक जनता एवं किसी संस्था के प्रत्येक कर्मचारी स्वयं अनुशासित हो जाये तो भ्रष्टाचार ख़तम हो जायेगा।

“हम सुधरेंगे जग सुधरेगा”

इसके लिए पतंजलि के आष्टांगिक योग एवं बुद्ध के आष्टांगिक मार्ग का अनुसरण प्रत्येक जन का कर्तव्य है। पतंजलि का आष्टांगिक मार्ग है।

1. यम (संयम) - अहिंसा, सत्य, अस्तेय (चोरी न करना), ब्रह्मचर्य (यौन संयम), अपरिग्रह (जमा खोरी न करना)
2. नियम (पालन) - शोच, संतोष, तप, स्वाध्याय, ईश्वर प्राणधाम
3. आसान - योग मुद्रा
4. प्राणायाम -सांस पर नियंत्रण
5. प्रत्याहार- इन्द्रियों को वापस लेना
6. धारणा - एकाग्रता
7. ध्यान - शून्यता प्राप्त करना
8. समाधि - निर्विचार होना

पतंजलि के आष्टांगिक योगो से चित की वृत्तियाँ शांत होती है। इससे तन और मन दोनों नियंत्रित रहता है। जिससे दूषित आचरण करने की संभावना क्षीण हो जाती है।

इसी प्रकार महात्मा बुध के आष्टांगिक मार्ग भी व्यक्ति के व्यवहार में सामंजस्य स्थापित करना है। ये है -

1. सम्यक दृष्टि
2. सम्यक संकल्प
3. सम्यक वाणी
4. सम्यक कर्म
5. सम्यक आजीविका
6. सम्यक व्यायाम
7. सम्यक स्मृति
8. सम्यक समाधि

बुध मध्यम मार्ग के अनुकरण पर जोर देते है। न ज्यादा न कम! बिल्कुल संतुलित यदि मनुष्य का व्यवहारिक जीवन संतुलित होगा तो काम (इच्छा), क्रोध, मोह, लोभ और ईर्ष्या पर नियंत्रण होने लगेगा।

ये षड विकार है। ये विकार की सभी बुराईयों का जड़ है, जो हमारे आचरण को प्रदूषित करता है और भ्रष्टाचार को प्रोत्साहित करता है।

उपर्युक्त प्राकृतिक व्यावहार के अनुसरण के साथ ही समाज और राष्ट्र के द्वारा समय-समय पर बहुत से लिखित और अलिखित कानून बने है। उसका अनुपालन करके भ्रष्टाचार पर अंकुश लगा सकते है।

राष्ट्र के जागरूक नागरीक के हैसियत से हमें चाहिए कि न स्वयं भ्रष्टाचार करे और न दुसरो को भ्रष्टाचार करने दे। प्रत्येक मनुष्य कई भूमिका में रहता है। कोई जनता है, कोई कर्मचारी है, कोई अधिकारी है, कोई नेता है, कोई श्रमिक संघ के पदाधिकारी है। सबका कर्तव्य एवं अधिकार अलग-अलग है। यदि सभी अपने पद की हैसियत से अधिकार एवं कर्तव्य का पालन करेंगे। सविधान के शर्तों को मानेंगे। सरकार द्वारा पारित नियमों को स्वयं भी पालन करेंगे एवं सख्ती से पालन कराएँगे, तो निश्चित रूप से भ्रष्टाचार दूर होगा।

“अपनी अपनी शक्ति भर, करेंगे सदाचार ।

सभी रहेगें सुखी, नहीं रहेगी भ्रष्टाचार ।।”

कोयला उद्योग के लिए पर्यावरण, सामाजिक सुशासनात्मक ढांचा Environment, Social and Governance (ESG) Framework for Coal Industry



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औद्योगिक क्रांति के पश्चात मानव द्वारा प्राकृतिक प्रक्रियाओं में तेजी लाने से हमारी धरती पर मानवीय जीवन प्रभावित हुई है। धरती पर मानवीय जीवन की अनुकूलता बनाए रखने के लिए परिवर्तनों की गति को संतुलित किया जाना अति आवश्यक है। नहीं तो हमारा अधिविकर्ष (ओवरड्राफ्ट) भविष्य की पीढ़ियों को उन तरीकों से प्रभावित करेगा जिन्हें कम करना मुश्किल होगा।

वैश्विक स्तर पर, ईएसजी ड्राइविंग सीट ले रहा है। हाल के दिनों में यह महत्वपूर्ण हो गया है कि कंपनियाँ सकारात्मक जलवायु कार्रवाइयों को पूरा करने, अधिक संधारणीय और सुनम्य भविष्य बनाने का प्रयास करें। सक्रिय और भविष्य केंद्रित कंपनियों ने अपनी व्यावसायिक रणनीति और कार्य योजनाओं में ईएसजी मानदंडों को अपनाया है।

इसका उद्देश्य संयुक्त राष्ट्र के सतत विकास लक्ष्यों (एसडीजी) को प्राप्त करना होगा, क्योंकि हम समझते हैं कि हमारा योगदान एसडीजी की सफलता के लिए अपरिहार्य है और एक स्थायी दुनिया के लिए सबसे बड़ा योगदानकर्ता हैं। १७ एसडीजी निम्नानुसार हैं जो किसी भी ईएसजी रणनीति का आधार बनाते हैं :

लक्ष्य 1 : कोई गरीबी नहीं	लक्ष्य 7 : सस्ती और स्वच्छ ऊर्जा	लक्ष्य 13 : जलवायु कार्रवाई
लक्ष्य 2 : शून्य भूख (कोई भूखा नहीं)	लक्ष्य 8 : सभ्य काम और आर्थिक विकास	लक्ष्य 14 : जल के नीचे जीवन
लक्ष्य 3 : अच्छा स्वास्थ्य और कल्याण	लक्ष्य 9 : उद्योग, नवाचार और बुनियादी ढांचा	लक्ष्य 15 : भूमि पर जीवन
लक्ष्य 4 : गुणवत्तापूर्ण शिक्षा	लक्ष्य 10 : असमानता को कम करना	लक्ष्य 16 : शांति, न्याय और सशक्त संस्थान
लक्ष्य 5 : लैंगिक समानता	लक्ष्य 11 : संधारणीय शहर और समुदाय	लक्ष्य 17 : लक्ष्यों के लिए साझेदारी
लक्ष्य 6 : स्वच्छ पानी और स्वच्छता	लक्ष्य 12 : दायित्वपूर्ण खपत और उत्पादन	

कोयला उद्योग के परिप्रेक्ष्य में ईएसजी :

- ◆ समस्या कथन
- ◆ परिलक्षित कदम/पहल
- ◆ कोयला उद्योग को ईएसजी के अनुरूप और संधारणीय बनाने का मार्ग

प्रमुख पर्यावरणीय चुनौतियाँ :

कार्बन उत्सर्जन

कोयला ऊर्जा का एक महत्वपूर्ण स्रोत है, और बिजली उत्पादन के लिए इस जीवाश्म ईंधन पर राष्ट्र की निर्भरता अभी भी बढ़ रही है। कोयले का दहन, हलांकि, गर्मी ऊर्जा की प्रति इकाई वायुमंडल में कार्बन डाइऑक्साइड की एक महत्वपूर्ण मात्रा जोड़ता है, जो अन्य जीवाश्म ईंधन के दहन से अधिक है। ग्लोबल वार्मिंग के परिणामों पर बढ़ती चिंता के कारण, जो वायुमंडलीय कार्बन डाइऑक्साइड (एक प्रमुख ग्रीनहाउस गैस) में वृद्धि के कारण हो सकता है, और कार्बन डाइऑक्साइड उत्सर्जन के सटीक अनुमानों की आवश्यकता के कारण भी, इस मुद्दे को परिचयन करना बहुत महत्वपूर्ण है।

SDG विफलता :

2030 तक एसडीजी को प्राप्त करना अपने आप में एक महत्वपूर्ण कार्य है, लेकिन जब आप जलवायु परिवर्तन की लंबी छाया पर विचार करते हैं, और जीवाश्म ईंधन उत्पादन का निरंतर विस्तार होता है, तो यह एक असंभव प्रयास बन सकता है। हमारी वार्मिंग दुनिया में एसडीजी की दिशा में प्रगति बेहद मुश्किल होगी। लेकिन यह कहना नहीं है कि हमें कोशिश नहीं करनी चाहिए - और यह इस स्वीकृति के साथ शुरू होना चाहिए कि सतत विकास और जलवायु परिवर्तन से निपटना अटूट रूप से जुड़ा हुआ है। हम दूसरे के बिना एक को प्राप्त नहीं कर सकते हैं, और एक को परिचयन करने में विफलता दूसरे को कमजोर करती है।

ऊर्जा का गैर-नवीकरणीय स्रोत :

कोयले को एक गैर-नवीकरणीय ऊर्जा स्रोत के रूप में वर्गीकृत किया गया है क्योंकि इसे बनने में लाखों साल लगते हैं। कोयले में पौधों द्वारा संगृहीत ऊर्जा होती है जो दलदली जंगलों में सैकड़ों लाखों साल पहले रहते थे। दुर्भाग्य से, मानव समाज - कुछ समय के लिए - ऊर्जा के प्राथमिक स्रोत के रूप में गैर-नवीकरणीय संसाधनों पर निर्भर है। प्रत्येक वर्ष विश्व स्तर पर उपयोग की जाने वाली ऊर्जा की कुल मात्रा का लगभग 80 प्रतिशत जीवाश्म ईंधन से आता है। हम जीवाश्म ईंधन पर निर्भर हैं क्योंकि वे ऊर्जा समृद्ध हैं और प्रक्रिया के लिए अपेक्षाकृत सस्ते हैं। लेकिन जीवाश्म ईंधन के साथ एक बड़ी समस्या, उनके सीमित आपूर्ति में होने के अलावा, यह है कि उन्हें जलाने से वातावरण में कार्बन-डाइ-ऑक्साइड निकलता है। वातावरण में ताप पाशन (हीट ट्रैपिंग) वाली कार्बन-डाइ-ऑक्साइड का बढ़ता स्तर ग्लोबल वार्मिंग का मुख्य कारण है।

पारिस्थितिक असंतुलन और प्रदूषण :

कोयला उद्योग के पर्यावरणीय कारक न केवल वायु प्रदूषण, जल प्रबंधन और भूमि उपयोग को प्रभावित कर रहे हैं, बल्कि कोयले के जलने से गंभीर स्वास्थ्य दुष्प्रभाव भी पैदा कर रहे हैं। वायु प्रदूषण पारा, सीसा, सल्फर-डाइ-ऑक्साइड, नाइट्रोजन-ऑक्साइड और अन्य भारी धातुओं जैसे विशाक्त पदार्थों की संख्या से बढ़ रहा है। यह सांस लेने में कठिनाई से जुड़े स्वास्थ्य मुद्दों का कारण बन रहा है और आसपास के क्षेत्रों के आसपास के वन्यजीवों को प्रभावित कर रहा है जिन्हें जीवित रहने के लिए स्वच्छ हवा की आवश्यकता होती है।

वायु प्रदूषण का भविष्य अस्पष्ट बना हुआ है क्योंकि पर्यावरण संरक्षण एजेंसी ने कुछ उत्सर्जन को रोकने की कोशिश की है लेकिन कोयले के खनन का उत्पादन करने वाले सभी संयंत्रों के लिए नियंत्रण उपाय नहीं हैं। जल प्रदूषण एक और कारक है जो कोयले के खनन की इस प्रक्रिया में क्षतिग्रस्त हो रहा है, कोयले से राख आमतौर पर वर्षा जल में ले जाया जाता है जो बड़े जल स्थलों में बहता है। उन जल स्थलों को साफ करने में 10 साल तक का समय लग सकता है जिनमें कोयले का अपशिष्ट होता है और स्वच्छ पानी को नुकसान पहुंचाने की क्षमता केवल निस्यंदन (फिल्टरेशन) को और अधिक कठिन बना सकती है।

पर्यावरणीय चुनौतियों का सामना करने के लिए संभावित रणनीतियाँ :

- फर्स्ट माइल कनेक्टिविटी, कणाकार तत्वों (चंतजपबनसंजम उंजजमत) व निकास गैसों (मर्सीनेज हेंमे) को कम करने, कार्बन फुटप्रिंट और जल उपयोगिता को न्यूनतम करने के लिए कनवेयर बेल्ट के माध्यम से कोयला विस्थापन और रेलवे के जरिए परिवहन।
- स्वच्छ कोयला प्रौद्योगिकियों को अपनाना जैसेरू कोयला गैसीकरणय कोयले से तरलय कोयला खान मीथेनय कोल बेड मीथेनय और कोयला वाशरी।
- उन मशीनरियों की अधिप्राप्ति में निवेश करना जिनमें अधिक कुशलता और उत्पादकता हो, जिससे कार्बन फुटप्रिंट कम हो।
- पर्यावरण पर नकारात्मक प्रभाव का मुकाबला करने के लिए सभी स्थानों पर हरित आवरण बढ़ाना।
- भूमिगत खानों में फ्लाइं ऐश स्टोइंग और ओबी के पत्थर को बालू में बदलना।
- ऊर्जा कुशल इमारतें, कार्यालय, कॉलोनियाँ।
- बड़ी खुली खानों में कोयले की निकासी के लिए ब्लास्ट फ्री तकनीक अपनाना घ
- परित्यक्त खुली खदानों का मछली पालन, इको पार्क, पक्षी अभयारण्य, पशु गलियारे का लाभकारी उपयोग।
- ग्रीन कॉरिडोर।
- नवीकरणीय ऊर्जा की हिस्सेदारी बढ़ाना हमारा फोकस क्षेत्र है जो हमें अपनी ऊर्जा आवश्यकताओं को स्थायी रूप से प्रबंधित करने और ऊर्जा दक्षता में सुधार करने में सक्षम बनाएगा। ऊर्जा दक्षता कार्यक्रमों के निर्माण, ई-वाहन किराए पर लेने और वितरित सौर परियोजनाओं की स्थापना के लिए एनर्जी एफिशिएंसी सर्विस लिमिटेड (ईईएसएल) के साथ गठजोड़ करना आगे का कार्य होगा।

प्रमुख सामाजिक चुनौतियाँ :

सामुदायिक जुड़ाव :

खनन कंपनियों को स्थानीय ज्ञान के मूल्य को पहचानना होगा और यह कि सशक्तिकरण और संबंधों के निर्माण को प्रोत्साहित करके सभी पक्षकारों के लिए दीर्घकालिक संधारणीय परिणाम हो सकते हैं, साथ ही विस्तारण, खान संवरण और पुनर्वासन जैसी महत्वपूर्ण घटनाओं का प्रबंधन करने की क्षमता में सुधार हो सकता है।

औद्योगिक संबंध (आईआर) की समस्याएं :

कोयला खनन, प्रमुख औद्योगिक विवाद, और स्वयं कोयला खनिक, औद्योगिक युग के प्रतिष्ठित प्रतिनिधित्व हैं। कोयले की मांग औद्योगिक क्रांति और नए कोयले से चलने वाले कारखानों, मिलों और भट्टियों के परिणामस्वरूप शहरी केंद्रों के विस्तार से आई। खनिक श्रमिक, 1700 के दशक के मध्य से ट्रेड यूनियनों में संगठित होने वाले पहले श्रमिकों में से थे, जो खदान मालिकों से कानूनी मान्यता और प्रतिरोध की कमी से जूझ रहे थे। इसलिए कोयला क्षेत्रों में सामाजिक सद्भाव बनाए रखने के लिए औद्योगिक संबंधों के मुद्दों को परिचयन करने की आवश्यकता है।

कर्म प्रबंधन :

कोयला उद्योग अपनी प्रकृति से अधिशासी और गैर-अधिशासी दोनों स्तरों पर उच्च स्तर की जनशक्ति प्रतिनियुक्त करता है। मानव संसाधन प्रबंधन कंपनी के विकास में महत्वपूर्ण भूमिका निभाता है। कर्मी प्रमुख हितधारकों में से एक हैं जिन्हें कंपनी के विकास के साथ रखने की आवश्यकता है।

परियोजना प्रभावित परिवारों (पीएएफ) का पुनर्वासन :

कोयला खनन में परियोजना से प्रभावित व्यक्तियों के विस्थापन की एक विस्तृत शृंखला शामिल है। खुली खनन की प्रक्रिया के लिए वन भूमि के साथ विशाल सतही भूमि की आवश्यकता होती है। इससे ग्रामीणों, आदिवासियों, स्थानीय लोगों आदि का विस्थापन होता है। जो कभी-कभी विस्थापित परिवारों से प्रतिरोध पैदा करता है। ईएसजी ढांचे को इस चुनौती का मुकाबला करने के लिए रणनीतियों को शामिल करना और तैयार करना चाहिए।

भूमि अधिग्रहण :

कोयला खनन के लिए भूमि प्राथमिक आवश्यकता है। राजनीतिक और गैर-राजनीतिक कारणों से भूमि अधिग्रहण अब अधिक जटिल हो गया है। भूमिदाओं के लिए भूमि से अलग होना भी एक बहुत ही भावनात्मक पहलू है जो प्रतिरोध का आव्हान करता है। इसके अलावा, भूमि अधिग्रहण में रोजगार शामिल है जो विभिन्न कहरपोरेटों की नीति के अनुसार प्रदान किया जा रहा है। इसलिए, भूमि अधिग्रहण के लिए रणनीति तैयार करना ईएसजी कार्य योजना का एक अभिन्न अंग है।

सामाजिक चुनौतियों का सामना करने के लिए रणनीतियाँ :

- विषयनिष्ठ आधारित सीएसआर उचित आवश्यकता मूल्यांकन, प्रभाव मूल्यांकन और सख्त कार्यान्वयन के साथ काम करता है। सामुदायिक स्वास्थ्य और स्वच्छता (एसडीजी-3), सतत आजीविका और महिला सशक्तिकरण (एसडीजी-1,5,8,10), शिक्षा और कौशल विकास (एसडीजी-4) पर विशेष ध्यान देना।
- बिना किसी लिंग भेदभाव, समान कार्य अवसर, प्रतिभा आकर्षण, प्रतिधारण के साथ प्रेरित कार्यबल।
- कर्मचारी कल्याण और भलाई, व्यावसायिक स्वास्थ्य और सुरक्षा, सीखना और विकास। दूरदराज के क्षेत्रों में पदस्थापन के लिए असाधारण चिकित्सा, परिवहन और शिक्षा सुविधाएं।
- विनियामक आवश्यकताओं को ध्यान में रखते हुए नियोजित भूमि अधिग्रहण, केंद्र और राज्य सरकार के साथ निकट संपर्क।

- नियामक आवश्यकताओं के अनुपालन, प्रतिबद्धताओं के समय पर वितरण, परियोजना प्रभावित परिवारों (पीएएफ) के जीवन को आत्मनिर्भर बनाने के लिए पुनर्वास पैकेज तैयार करना ।
- जन प्रतिनिधियों, श्रमिक प्रतिनिधियों, ग्राहकों, गैर-सरकारी संगठनों आदि जैसे हितधारकों के साथ संचार का नियमित और संरचित तरीका।

प्रमुख सुशासनात्मक चुनौतियाँ :

- **नैतिकता और अखंडता :**

बदलती परिस्थितियों और विविध विन्यासों में, नैतिकता पर सवाल उठाना एक चिरस्थायी अभ्यास है। पहले से स्थापित नियमों या नीतियों का पालन करते हुए हमें सावधानीपूर्वक निर्णय लेने के लिए मजबूर करता है, नैतिकता वह है जो हमें अपने चरित्र, मूल्यों और सिद्धांतों के आधार पर सोचने और व्यवहार करने के लिए मार्गदर्शन करती है। ईएसजी ढांचे को कॉर्पोरेट्स की सफलता के लिए इस चुनौती का समाधान करना चाहिए।

- **अनुपालन संबंधी चिंताएं :**

अनुपालन जोखिम अब क्लॉर्पोरेट्स द्वारा सामना किए जा रहे प्रमुख जोखिमों में से एक है। गैर-अनुपालन की लागत कई गुना बढ़ गई है। इसके अलावा, देश में नियामक शासन ने व्यवसायों के प्रबंधन और संचालन के लिए विभिन्न नियम और विनियमन निर्धारित किए हैं। ईएसजी रणनीति इन चुनौतियों का मुकाबला करने के लिए पर्याप्त चुस्त होनी चाहिए।

- **डिजिटल परिवर्तन :**

जबकि हमारी उंगलियों पर पहले से कहीं अधिक तकनीकी क्षमताएं हैं, आगे का रास्ता हमेशा आसान नहीं होता है। निधियन (फंडिंग) हासिल करने से लेकर विरासत प्रणालियों से संक्रमण तक, कई बाधाएं हैं जो सबसे महत्वाकांक्षी पहलों में भी बाधा डाल सकती हैं। आज, हम सात सबसे आम डिजिटल परिवर्तन चुनौतियों को साझा कर रहे हैं। हम यह भी विस्तार से बताएंगे कि इन चुनौतियों को कैसे पार किया जाए और उन लाभों को कैसे प्राप्त किया जाए जिन्हें आपका संगठन महसूस करना चाहता है। डिजिटल परिवर्तन इस धारणा पर आधारित है कि डिजिटल उपकरण, जैसे कि ईआरपी समाधान, व्यवसाय के हर क्षेत्र को लाभ पहुंचा सकते हैं। दूसरे शब्दों में, ये उपकरण कंपनियों को अपनी प्रक्रियाओं और संस्कृति को बेहतर बनाने में मदद कर सकते हैं ताकि वे प्रतिस्पर्धी और प्रासंगिक बने रह सकें।

- **जोखिम प्रबंधन ढांचा (आरएमएफ) :**

जोखिम प्रबंधन ढांचा एक प्रक्रिया प्रदान करता है जो प्रणाली विकास जीवन चक्र में सुरक्षा, गोपनीयता और साइबर आपूर्ति शृंखला जोखिम प्रबंधन गतिविधियों को एकीकृत करता है। चयन और विनिर्देश को नियंत्रित करने के लिए जोखिम-आधारित दृष्टिकोण लागू कानूनों, निर्देशों, कार्यकारी आदेशों, नीतियों, मानकों या विनियमों के कारण प्रभावशीलता, दक्षता और बाधाओं पर विचार करता है। प्रभावी सूचना सुरक्षा और गोपनीयता कार्यक्रमों के लिए संगठनात्मक जोखिम का प्रबंधन सर्वोपरि है। आरएमएफ दृष्टिकोण को नए और विरासत प्रणालियों, किसी भी प्रकार की प्रणाली या प्रौद्योगिकी (जैसे, सूचना प्रौद्योगिकी, नियंत्रण प्रणाली) और आकार या क्षेत्र की परवाह किए बिना किसी भी

प्रकार के संगठन के भीतर लागू किया जा सकता है।

सुशासनिक चुनौतियों का सामना करने के लिए रणनीतियाँ :

- स्वाधिरोपित सुशासन निदर्श (Self-imposed Governance Model)। एक प्रभावी लेखापरीक्षा समिति, हितधारक संबंध समिति और जोखिम प्रबंधन समिति स्थापित करना। विसल ब्लोअर नीति, भेदिया कारोबार नीति और आचार संहिता का कार्यान्वयन। उत्तराधिकार योजना, ज्ञान और अनुभव साझा करना।
- व्यावहारिक और उपयोगकर्ता के अनुकूल डिजिटल परिवर्तन के लिए एसएपी/ईआरपी का कार्यान्वयन।
- कर्मियों द्वारा प्राप्त लक्ष्यों और प्रयासों की उपलब्धियों को बड़े पैमाने पर जनता को अवगत कराना। सीएसआर गतिविधियों का प्रदर्शन करना जो लोगों के जीवन को छू रहा है।
- HIRA (जोखिम पहचान और जोखिम मूल्यांकन / Hazard Identification and Risk Assessment) और ATMA (परिवर्जन, हस्तांतरण, शमन / Avoid, Transfer, Mitigate) की अवधारणा को ध्यान में रखते हुए उचित जोखिम प्रबंधन ढांचा तैयार करना। जोखिम प्रबंधन ढांचा (आरटीएम) (जोखिम जो मायने रखता है) की पहचान करना शासन सुधार में महत्वपूर्ण भूमिका निभाएगा।
- कृत्रिम मेधा (आर्टिफिशियल इंटेलिजेंस) और मजबूत रिपोर्टिंग ढांचे की शुरुआत करके प्रभावी अनुपालन तंत्र स्थापित करना। गैर-अनुपालन की लागत की पहचान करना।
- परिमाण की अर्थव्यवस्थाओं के लाभ प्राप्त करना। भिन्न प्रस्तावों के बजाय, एक केंद्रीकृत अधिप्राप्ति प्रकोष्ठ का निर्माण करना।
- समूह में एक समान नीति और प्रक्रिया कार्यान्वयन (एसओपी)।
- निवारक सतर्कता ताकि सुचारू रूप से काम करने के लिए खतरा न हो।





मातृ वंदना

हिम शिखा निर्मल तव चोटी,
सुन्दर पावन कुन्तल कोटि।
श्रीवाहार कंचन व मोती,
नयनो में प्रेमावली ज्योति ॥

तेरे चरणों की असीम शक्ति,
जिसकी नित्य करूं मैं भक्ति ।
पाँऊं तेरी अनंत प्रीति,
गूँजे चतुर्दिक मेरी कीर्ति ॥

देवी दुर्गे तू काली है,
शारदा लक्ष्मी बलशाली है।
शक्ति स्रोत ज्ञानधि अम्मा,
प्रेमाशन भरी तू थाली है ॥

शूलों पर चलकर अम्मा तू,
फूल मुझे प्रदान किया।
करके गरल का पान अम्मा तू,
सुधा सदा संधान किया ॥

पावक पर पलकर अम्मा तू,
मुझको वारि वरदान दिया।
निज सुत को सुख देने हेतु,
स्वर्ग भू पर आस्वान किया ॥

काँटों की सेज पर सो कर स्वयं,
मखमल पर मुझे सुलाती हो।
रुखी सूखी स्वयं रोटी खा,
मक्खन मुझे खिलाती हो ॥

बड़े वात में रहकर भी,
बात बड़ी तुम कहती थी।
लगे न लल्ले को लपुवात,
तन आंचल से ढकती थी॥

बड़े गिलास में दूध लेकर,
कहती थी मुन्ना आओ।
भर पेट पिलाकर भी कहती,
और धोड़ा पी जाओ ॥

लेकर भोजन जब बैठती तू,
प्यार मुझे बड़ी करती थी।
तोता, मैना, बुलबुल कह,
हर कौर मुझे खिलाती थी ॥

कभी बनाती गुड़िया बिटिया,
कभी परियों की रानी ।
कभी बनाती कृष्ण कन्हैया,
कभी कंचन की मूर्ति मानी ॥

धूल-धूसरित धड़ जहां देखती,
बिहँस कर कहती बमभोला ।
जटा बढ़ा, सर्प हार पहन लो,
लपटो अब केसरी छोला ॥

मधुर-मधुर लोरी सुनाती,
कहती खग, खुद बुदी आ जा।
लल्ले को मेरे खेलकर तू,
हर रोज खमौनी खा जा ॥

तेरी ममता की मंजूषा में,
मां! बहती गंगाधार है।
शांति के शिविर में तेरे,
मां! मधुर मलय वयार है।

वात्सल्य की वाटिका में माता,
बिखरे अजूबे फूल हैं।
स्नेह के सुख सदन में माता,
कहीं नहीं एक शूल है ॥

जग-जननी तू सीता है,
कुरुक्षेत्र में कृष्ण की गीता है।
कौशल्या माता है अभिराम,
पर नहीं सुधांशु तेरा राम ॥

नेपोलियन तेरी गाता गीत,
तू बनी हुई थी उसकी जीत ।
तेरे कर्मों पर यह संसार,
हँसता रोता है बारंबार ॥

कभी हिटलर मदमाता है,
मनु कभी आ जाता है।
संहार मचाता है जब तब,
संसार रचाता है जब तब ॥

तू ही न्यूटन की माता है,
एडिसन की निर्माता है।
तू गांधी की पुतली बाइ,
बनी तुलसी की चुनिया दाई ॥

श्रद्धा के स्रोत जननी,
करुणा के कोष मइया ।
निज सुत को सिखाओ
सुधारुं निज समइया॥

दो आशीष हमको
नर दुष्ट को मिटाऊं ।
वल्लि वेदी पै वतन के
“सुधांशु” शीश चढ़ाऊं ॥

सत्येन्द्र कुमार 'सुधांशु'

“Say no to Corruption; commit to the Nation”

“Corruption and bribery are against the very nature of democracy and freedom.”

- Jawaharlal Nehru



RAKESH KUMAR SINGH

Assistant Manager (P) / Vig.

Corruption is a destructive and pervasive force that tears the ethical garb of society. Corruption finds its root in immoral ideas stemming from the intention to abuse power and money for personal gains. To achieve prosperity in society, it is crucial to vehemently condemn and oppose corruption.

How is Corruption, a “Social Evil”?

Corruption is undoubtedly a social evil that has more severe consequences than one can imagine. Even a minor instance of corruption can topple the integrity and credibility of any individual, community, and nation. Here are five major impacts of “Corruption” on society -

DIMINISHES PUBLIC TRUST AND CONFIDENCE IN INSTITUTIONS

Corruption significantly degrades the trust and faith of citizens in government policies, institutions, laws, and other regulatory bodies. When a common man/woman witnesses corruption at a personal level their faith in the entire system is shaken. Through them, the idea is propagated and the trust in the entities is further lowered. Once, they begin to believe that the whole foundation is infused with corrupt practices, they begin to find solutions on their own. This develops social tension, disorder, disharmony, and chaos in the society.

HINDERS DEVELOPMENT

Corruption plays the role of a ‘silent tyrant’ in quenching the efforts of development. Corruption consumes a large share of resources under the blanket of falsity. As a result, essential sectors such as healthcare, infrastructure, education, and public welfare programs cannot function at an optimal level due to a lack of adequate resources. The funds that are dedicated to development are usually siphoned off as bribes or kickbacks. This misuse of resources hampers social and economic growth. Consequently, poverty increases, and a large section of our society is deprived of basic amenities and equal growth opportunities.

INEQUALITY AND DISCRIMINATION INCREASES

Corruption gives rise to inequality and discrimination by favoring influential and financially sound parties. Practices involving bribery, cronyism, nepotism, etc facilitate a select few to take undue advantage within the community. Therefore, a ridge is developed between the rich and the marginalized. The impoverished and the marginalized continue to struggle for their constitutional rights.

MOCKS THE RULE OF LAW AND JUSTICE

Corruption compromises the judiciary system, law enforcement, and other regulatory bodies. Corrupt practices can lead the powerful to walk under the free sky while the innocent yet poor convict spends an entire lifetime in correctional homes. This system can convince an individual to belittle and ignore government rules and regulations. A lawless and disordered society begins to be fostered and crime rates also increase.

DOMESTIC AND FOREIGN INVESTMENTS SUFFER

Corruption creates an unstable and unpredictable business environment. Therefore, both domestic and foreign investments are deterred. Companies are often reluctant to invest in countries that come with risks and uncertainties. The reduced rate of investment can strangle the economic growth, vacancies, technological advancements, and ability of a nation to compete and dominate the global sphere.

In order to check corrupt practices, the government of India formulated several laws. Let us look at them and understand how you can play your part in eradicating the system from the grassroots level.

Anti-Corruption Initiatives in India

- ◆ Right to Information Act - was launched in 2005 in a bid to develop transparency within the system. As per this act, government employees are bound by law to provide the requested information by the citizens. This law also mandated data to be computerized. Vigilance commissions were set up in government institutions to monitor unfair or unethical practices.
- ◆ Right of Public Services Laws - This law guarantees the timely delivery of public services to all. Any official who is found deficient in providing the service, or denying it is to face severe punishment from the government. This right is currently exercised in 19 states of India.
- ◆ Anti-Corruption Laws in India - Public servants are liable to suffer imprisonment or

run a risk of losing their jobs if they violate the anti-corruption laws in India. Individuals charged with corruption can face trials under the :

- Indian Penal Code (IPC) 1862 - This is a comprehensive and official criminal code in India. It aims to cover all significant areas of criminal law.
- The Prevention of Corruption Act, 1988 - This act was set forth by the Parliament of India with a mission to curtail and eradicate corrupt practices in public sectors and government agencies all over India.
- Prosecution Section of Income Tax Act, 1961 - An Individual found in violation of the act can face imprisonment with a minimum term of 6 months which may extend up to 7 years along with a fine.
- Prevention of Money Laundering Act, 2002 - This Act was brought into effect by the Parliament of India and is enacted by the NDA government. This is aimed at combatting money laundering practices. As per the act, the government can confiscate the property purchased off of the laundered money.
- The Benami Transactions (Prohibition) Act, 1988 - The name of this act was changed to Prohibition of Benami Property Transactions Act, 1988 by the 2016 Amendment. This act prohibits any transaction where the property is transferred to one person but paid for by another. The government of India reserves the right to recover such properties without paying any compensation in return.
- The United Nations Convention against Corruption - India signed the United Nations Convention against Corruption in the year 2005. The convention encapsulates several acts of corruption and shares important preventive measures.
- The Lokpal and Lokayuktas Act, 2013 - This act came into effect starting from 16 January 2014. It aims at building institutions and bodies that investigate and inquire into corruption allegations against reputed Indian functionaries.
- Whistle Blowers Protection Act, 2011- This act offers a robust mechanism to investigate reported corruption instances and mitigate abuse of power by public servants. As per this act, the identity of the person who reports or exposes the corrupt practices is kept confidential.

Corruption is very firmly fixed in the memory and psychology of the system and it takes more than just laws and policies to eradicate it. It requires collective efforts of all to uproot the evil practice once and for all. At a personal level, you can also be a significant part of the eradication process. Let us look at what you can do within your capacity to counter the issue.

HOW TO COMBAT CORRUPTION AT A PERSONAL LEVEL?

- **Uphold Personal Integrity** - Have a sound sense of judgment and moral values in all interactions. Consider honesty, transparency, and taking responsibility a civic duty.
- **Learn About Anti-Corruption Policies and Laws** - Anti-corruption laws and regulatory bodies are there to help and support you. Read and know all the anti-corruption laws in India and understand how you can apply them when necessary. Be aware of the penalty, public shame, and punishment followed by a corruption charge.
- **Report if You Suspect Corruption** - In case you witness any form of corruption, the first line of action is to report it to the appropriate authorities within the organization or to the anti-corruption institutions. Adhere to the reporting protocols to keep your identity confidential.
- **Do Not Participate in Corrupt Activities** - Refuse to be a part of unfair practices at all costs. At times there is a lot of pressure on government employees to take the bribe. Try to politely decline the bribe. If you are threatened unjustly, be sure to report it to designated authorities.
- **Be a Whistle Blower and Encourage It** - Generate awareness regarding anti-corruption laws and urge people to take action. Develop a supportive environment in your organization so everyone can feel safe and comfortable becoming a whistleblower. They can act without the fear of retaliation.
- **Be Exemplary** - Lead by example. Showcase your strong dedication to your profession. Display ethical behavior and transparency in all your professional decisions.

CONCLUSION :

India is a democratic nation that guarantees to its citizen – justice, liberty, equality, and fraternity. Corruption is a threat to all the innate attributes of our nation. Therefore, it is crucial to vehemently criticize and reject corrupt practices. It is our duty to come together to build a better tomorrow by propagating transparency, fairness, justice, trust. It is imperative to **“Say No to Corruption and Commit to the Nation”**.

Prevention of Insider Trading in CIL Shares



RAMBABU PATHAK
Company Secretary, ECL

Amended Insider Trading Policy of CIL has been communicated by Coal India on 16th March, 2020. The following are some of the salient points of Amended Insider Trading Policy, Whistle Blower Policy:

1. Trading Window is to be closed from the end of every quarter for declaration of financial results till 48 hours after the declaration of Financial Results. Hence, it is proposed to close Trading Window from the last Monday of every quarter till 48 hours after the declaration of Financial Results. In case if the Monday happened to be a holiday, it would be closed from the next working day. This will be communicated by Company Secretary from time to time which has to be adhered by all designated employees.
2. No insider shall communicate or allow any access to any Unpublished Price Sensitive Information (UPSI) relating to the company or securities listed to any person including other insiders except where such communication is in furtherance of legitimate purposes, performance of duties or discharge of legal obligations.
3. The term 'legitimate purpose' shall include sharing of unpublished price sensitive information in the ordinary course of business by an insider with partners, collaborators, lenders, customers, suppliers, merchant bankers, legal advisors, auditors, insolvency professionals or other advisors or consultants, provided that such sharing has not been carried out to evade or circumvent the prohibitions of these regulations.
4. Any person in receipt of unpublished price sensitive information pursuant to a 'legitimate purpose' shall be considered as an "insider" for purposes of these regulations and due notice shall be given to such persons to maintain confidentiality of such unpublished price sensitive information in compliance

with these regulations.

5. No insider shall trade in securities that are listed in stock exchange when in possession of unpublished price sensitive information.
6. When a person in possession of unpublished price sensitive information traded in securities, his trades would be presumed to have been motivated by the knowledge and awareness of such information in his possession.
7. Designated persons shall be required to disclose his/her name, Permanent Account Number or any other identifier authorized by law and of the following persons to the company on an annual basis and as and when the information changes. The company is required to maintain Structured Digital Database with adequate internal control and checks such as time stamping and audit trails.
 - a. immediate relatives;
 - b. persons with whom such designated person(s) shares a material financial relationship and
 - c. Phone, mobile and cell numbers which are used by them.

In addition, the names of educational institutions from which designated persons have graduated and names of their past employers shall also be disclosed on one time basis.

8. Listed entities shall have a process for how and when people are brought 'inside' on sensitive transactions. Individuals should be made aware of the duties and responsibilities attached to the receipt of Inside Information and the liability that attaches to misuse or unwarranted use of such information.
9. Designated Persons in CIL and its subsidiaries are as under:
 - a. All Promoters of the Company
 - b. All directors on the Board of Directors of the Company;
 - c. CEO, CFO, Company Secretary;
 - d. All officers at two grade below Chief Executive Officer of the Company i.e. All GMs;
 - e. Concerned executives working in the following departments of the Company, who may have access to Unpublished Price Sensitive Information:
 - i. Company Secretariat: who deals with Board and Audit Committee,

- ii. Accounts and Finance: who deals in Consolidation / Dividend / Merger & Listing and
 - iii. Technical Secretaries to CMD and Directors.
- f. Such other employees of the Company, as may be notified by the Compliance Officer, from time to time, with the approval of the Board.

Note 1 : Depending on the change in the scope of responsibility of an employee, the Compliance Officer with the approval of the Reporting Officer may exclude or include any employee from the list of Designated Person.

Note 2 : In case any Designated Person separates from the services of the Company due to superannuation/ resignation/ termination etc. he/she shall continue to be considered as a Designated Person for a further period of 6 (six) months subsequent to the date of his/her separation from the Company as envisaged under the Regulations.

Note 3 : "Immediate Relative" means the spouse of the concerned person, and includes parents, siblings and children of such person or of the spouse, provided any of them is financially dependent on such person, or consults such person while taking any decision relating to Trading.

10. The designated persons shall not involve in Contra Trade of CIL shares. Contra Trade means selling of share within 6 months of purchase.

Penal Provision :

- a) All Designated Persons shall be individually responsible for complying with the provisions of this Code (including to the extent the provisions hereof are applicable to his/her Immediate Relatives).
- b) All Designated Persons, who violate this Code shall, in addition to any other penal action that may be taken by the Company pursuant to law, be also subject to disciplinary action by the "Competent Authority" as defined in the Employee (Conduct, Discipline and Appeal) Rules of the Company, if any. Without prejudice to any other powers of the Board, the Board may also stipulate sanctions such as wage freezing, suspension, recovery and claw back for any violation of this Code.

- c) Action taken by the Company for violation of the Regulations and this Code against any Designated Person will not preclude SEBI from taking any action for violation of the Regulations or any other applicable laws/rules/regulations.
- d) Under Section 15G of the Act, any Insider who indulges in insider trading in contravention of regulation 3 and regulation 4 of the Regulations will be liable to a penalty of Rupees twenty five crores or three times of the amount of profits made out of insider trading, whichever is higher.
- e) Under Section 24 of the Act, anyone who contravenes the Regulations is punishable with imprisonment for a maximum period of ten years or with fine which may extend to Rupees twenty five crores or with both.
- f) Without prejudice to its rights under Section 24 of the Act and under Clause 10 of the Regulations, SEBI can also pass any or all of the following orders to an Insider found indulging in insider trading:
 - 1) Directing him/ her not to be involved in Trading in any particular manner.
 - 2) Prohibiting him/ her from disposing of any of the Securities of the Company acquired in violation of the Regulations.
 - 3) Restraining him/her from communicating or counselling any other person Trading.
 - 4) Declaring the transactions in Securities of the Company as null and void.
 - 5) Directing the person who acquired Securities of the Company in violation of the Regulations, to deliver the Securities of the Company back to the seller or alternatively pay the seller the price as provided.
 - 6) Directing him/her to transfer specified amount to investor protection fund of a recognized stock exchange.
- g) In case it is observed by the Compliance Officer that there has been a violation of the Regulations by a Designated Person (including that of his/her Immediate Relatives), the Compliance Officer shall forthwith inform the Reporting Officer about the violation and shall also simultaneously inform SEBI about such violation. The Compliance Officer shall initiate penal action on obtaining suitable directions from the Reporting Officer.



ओम प्रकाश मिश्र
महाप्रबंधक (सिविल), कोल इंडिया

शोर मचाए रखिए

ख़्वाबों को अंधेरे में बचाए रखिए
काफ़िला-ए-रौशनी सजाए रखिए

हवा के रहमो करम से आसना क्यूँ
आंच चूल्हों में छुपाए बचाए रखिए

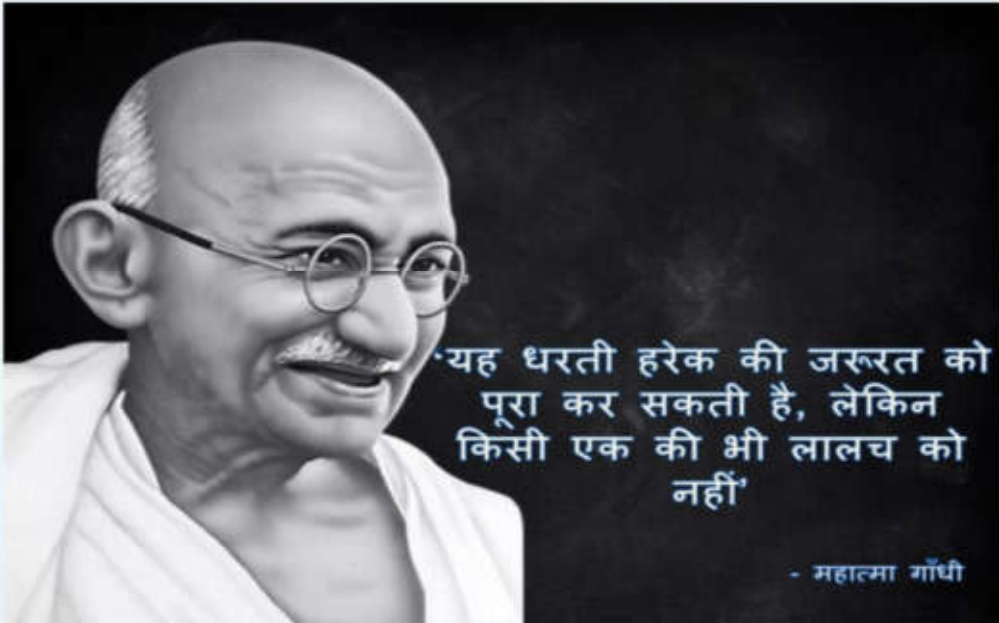
अंधेरा फिर से आएगा उधार माँगने
जरा सी आग सीने में बचाए रखिए

परिंदों ने देख डाले हैं आसमाँ अब
शाखे शजर हैं, फिक्र उठाए रखिए

चराग तय करें खुद, जलें या बुझे
हवाओं आप तो शोर मचाए रखिए

हमारी बात बोलेगी हमारे बाद भी
अभी तो बस माहौल बनाए रखिए

चाँद सूरज के रास्ते तय हैं 'प्रकाश'
घरों में जुगनुओं को बसाए रखिए ।





अनुराग रंजन

उप प्रबन्धक(कार्मिक)
सतर्कता विभाग, ईसीएल

क्या आप जानते हैं :

आप अपनी पहचान बिना उजागर किए, शिकायत को लोकहित प्रकटीकरण और मुखबिर संरक्षण (पीआईडीपीआई : Public Interest Disclosure & Protection of Informer) के तहत कर सकते हैं।

- ◆ शिकायत को सचिव, केन्द्रीय सतर्कता आयोग को संबोधित किया जाना चाहिए और लिफाफे पर PIDPI अंकित होना चाहिए। शिकायत की प्रतिलिपि को अन्य कार्यालय में प्रेषित नहीं किया जाना चाहिए।
- ◆ शिकायत को सिर्फ डाक द्वारा ही भेजा जा सकता है। ई-मेल या अन्य माध्यमों द्वारा भेजे गए शिकायतों को पीआईडीपीआई के तहत संज्ञान में नहीं लिया जाएगा।
- ◆ केवल केन्द्र सरकार के अधिकारियों तथा कर्मचारियों (पी. एस. बी., पी. एस. यू. , और यू. टी.) के विरुद्ध शिकायतों को ही संज्ञान में लिया जाएगा।
- ◆ शिकायत इस प्रकार लिखना चाहिए, जिससे आपकी अपनी पहचान उजागर न हो सके। शिकायत में आरटीआई से ली गयी सूचना का जिक्र नहीं किया जाना चाहिए।
- ◆ अपना नाम और पता शिकायत पत्र के सबसे ऊपर या नीचे या अलग पृष्ठ में लिखें, ताकि शिकायत को दूसरे कार्यालय में भेजने से पहले आपकी पहचान छुपाई जा सके।
- ◆ अधिक जानकारी हेतु <https://www.cvc.gov.in/> पर जाएँ।

**देश को आगे बढाना है
भ्रष्टाचार मिटाना है**

01

Case Study

False employment case against Land Loser Scheme

One employee named Ram Kumar (Imaginary) got employment at ECL in the year 2018 under R&R Policy of CIL, 2012. As per Section 8.1(B)(3) of R&R Policy of CIL, 2012, land losers may nominate one of the land losers among the groups or their dependent for employment.

For getting employment Ram Kumar used relationship with land owner named 'XYZ' (Female) as his mother. He has submitted following documents for getting employment in addition to other documents.:

- a. **Matriculation Certificate, passing year 2014 i.e. prior to his employment, wherein name of his mother is mentioned as 'ABC'.**
- b. Provisional Vanshawali Certificate (Family Tree) issued by concerned Circle Officer for the purpose of employment: Name of mother is mentioned as 'XYZ' (Land Owner). In the said provisional Certificate, it has been clearly mentioned that **this is provisional family tree & this can not be treated as succession certificate.**
- c. Even, land owners including 'XYZ' had submitted affidavit executed before the Executive Magistrate, wherein, it has also been mentioned by all land owners that **for final Vanshawali (Family Tree), proposal is pending for confirmation** before concerned Circle Officer.
 - But the concerned dealing Officer of ECL ignored the facts as mentioned in point no.: b & c and did not re-verify the final family tree from issuing authority.
- d. Since, there were differences in names of his mother, Ram Kumar submitted one notarized affidavit for proving that 'XYZ' (Land Owner) & 'ABC' (As per educational certificate) are identical and same person.
 - No further document was sought by the concerned dealing officer regarding difference in name of mother as appeared in Family tree & educational certificate. Also, despite of these facts, no correspondence or verification from competent authority was done by the dealing officer.

Vigilance Department carried out investigation & during investigation, Ram Kumar accepted that 'ABC' and 'XYZ' are different person & he is the biological son of 'ABC', as mentioned in his qualification

certificate. However, he tried to establish the fact that his father had solemanized two marriages - one with 'ABC' then with 'XYZ'. But no legal document was provided by Ram Kumar.

Also, it has been observed that Ram Kumar **has declared himself as Hindu by religion in the attestation form**. Therefore, The Hindu Marriage Act' 1955, Section 2 (i)(a), is applicable upon Ram Kumar & Section 2(2) of The Hindu Marriage Act will not allow him for exemption. Section 5(i) states that neither party has a spouse living at the time of the marriage. Also, as per The Special Marriage Act' 1954, Section 4(a) neither party has a spouse living, therefore this plea that his father had solemanized two marriages is illegal as both 'ABC & 'XYZ' are alive.

During **Police Verification** in the year 2022, Ram Kumar accepted the fact that his biological mother's name is 'ABC' & provided documents to Police Authority. Also it has been informed by Police Authority that 'XYZ' (Land Loser) **has filed FIR against Ram Kumar that he is not related to her Vanshawali & has submitted false Vanshawali for getting employment.**

Based upon the above sated documents & evidences, Chargesheet was framed as per Certified Standing Orders of ECL. Disciplinary Enquiry was completed & **Ram Kumar has been dismissed from service of ECL** in the year 2023. Apart from this, disciplinary action has also been initiated against the dealing officer as per CDA Rule.



02

Case Study

Case of False Employment by way of impersonation

BRIEF OF THE CASE :

One employee named Rahim Khan (Imaginary) allegedly got employment at ECL in the year 1990 impersonating as the son of Ikbal Khan (Imaginary), against the death of Ikbal Khan, who died in the year 1989, under the provision of 9.3.0 of National Coal Wage Agreement. In the service book of Ikbal Khan, name of Rahim Khan was mentioned as his Son.

One complaint was received at Vigilance Department against this employment, purportedly from the person who is originally Rahim Khan, son of late Ikbal Khan.

During investigation following points were observed.

Based upon the complaint, Vigilance Department investigated the matter & it has been found that:-

1. During his service spanning 33 years, Rahim Khan who got employment at ECL allegedly by impersonation, frugally managed the following documents in which he identified himself as Rahim Khan son of Lt. Ikbal Khan:-
 - a. Driving Licence
 - b. Elector's Photo identity Card (Voter Card)
 - c. Aadhaar Card
 - d. Pan Card.

Preliminarily seeing the above mentioned documents, it seemed that he was originally Rahim Khan son of Lt. Ikbal Khan.

2. At the time of investigation Rahim Khan told that he does not know the name of his brother in law and sister in law's name and he has four sons namely P,Q,R,S. (Imaginary).
3. From the afore mentioned clue, Investigation was extended up to the native place of Rahim Khan.
4. It has been found from Police verification report that he is originally **Siraj Mia, son of Saidul Mia.**
5. Further, records from Electoral Roll of Block and Gram Panchayat with regard to his four sons (P , Q , R, S) mention the name of Siraj Mia as the father of P,Q,R,S. This clearly establishes that the person who got employment at ECL is originally **Siraj Mia, son of Saidul Mia.**
6. Police verification report also reveals that one Siraj Mia, son of Saidul Mia, son in law of deceased employee Ikbal Khan managed to get employment in the name of Rahim Khan, as the only son of late Ikbal Khan was minor at the time of employment.
7. 08 (Eight) years difference in age in different documents of original son of Late Ikbal Khan and the impersonated son was also a tell-tale sign – from which it was further corroborated that the two persons are not same.

Outcome of the Investigation :-

Based upon the above stated documents & evidence, Charge sheet was framed as per Certified Standing Orders of ECL. Disciplinary Enquiry is under progress.

03

Case Study

Processing of excess refund due to lack of system checks

BRIEF OF THE CASE :

During the transition of system from Coalnet to SAP a refund was processed to various parties by a department. In the instant case, refund was made to various parties who were not eligible to get refund.

Observation during investigation :

- i. After transition of data from Coalnet to SAP, all aspects of the migrated data which were required for processing of refund were not available with the concerned department. Despite this, refund was processed by the concerned department.
- ii. A T-code was developed in consultation with the concerned department for processing the refund. However the said T-code was not adequately tested before it was implemented.
- iii. Refund was processed in huge volume even though this was the first instance of such refund processing through SAP, after the Coalnet era.

Steps to avoid future reoccurrence :

- i. A detailed study of any newly implemented system is required to be conducted and a SOP/Road map is required to be formulated before processing any transaction which may have any adverse impact on Company's day to day affairs.
- ii. Whenever a transition takes place, it should be ensured that the key persons involved in the transition should consist of both senior and junior employees, especially when the senior employee is superannuating in near future of transition phase.
- iii. Before implementing a new system, the new system should be exhaustively checked/ back tested taking all the possible scenarios and appropriate number of samples. A designated person who has been trained in the newly implemented system should be entrusted to conduct such testing before the system is deployed for large scale use.
- iv. Whenever a new system is implemented, care should be taken that in the initial phases of implementation, huge data processing should be avoided to curb the chances of system error, if existing, even after back testing.

Outcome of the investigation :

Disciplinary proceedings were initiated against the concerned officials.

04

Case Study

A case of improper Post-Contract Management

Background :

As directed by competent authority, an Intensive Study was conducted of the contract – “Supply of XYZ equipment along with comprehensive annual maintenance contract for 5 years after warranty period”.

Contractual obligations as specified in the Purchase Order :

1. The guarantee/warranty period of the equipment was two years since the date of installation.
2. The Performance Bank Guarantee was valid up to three months beyond the guarantee/warranty period.
3. The user department was to enter into a Comprehensive Annual Maintenance Contract for five years after the expiry of guarantee/warranty period.
4. The Security Deposit against Comprehensive Annual Maintenance charges for five years was to be submitted by the supplier and this security deposit was to be kept valid for the entire CAMC period.
5. The Performance Bank Guarantee was to be released only after the conclusion of CAMC and receipt & acceptance of Security Deposit against CAMC.

Irregularities observed during the Intensive Study :

1. After expiry of guarantee/warranty period, Comprehensive Annual Maintenance Contract for five years was not concluded.
2. Meanwhile, the validity of the Performance Bank Guarantee expired.
3. In spite of non-fulfillment of all contractual obligations, the Performance Bank Guarantee was released.

Outcome of the case :

Disciplinary proceedings were initiated against concerned officials.



**Let's free society
from the worst,
starting with
corruption at first.**

- Neeraj Chandra Pujari



आरस्ती कुमारी

लागत लेखाकार

सांकतोड़िया केंद्रीय अस्पताल

वसुधैव कुटुंबकम्

वसुधैव कुटुंबकम् शब्द दो शब्दों के मेल से बना है। वसुधा अर्थात् पृथ्वी एवं कुटुंब अर्थात् परिवार। सामान्य रूप से जिसका अर्थ है सम्पूर्ण पृथ्वी ही एक परिवार है। इस शब्द का प्रथम उल्लेख उपनिषद में किया गया था। वर्तमान स्वरूप में यदि हम इसके अर्थ का आकलन करें तो पृथ्वी पर रहने वाले सभी जीव-जन्तु अथवा समस्त प्रजाति को उसके भाषा, जाति, राष्ट्रीयता, रंग, नस्ल के आधार पर भेद-भाव किए बिना वैश्विक एकता, सहयोग, सद्भावना बनाए रखना जिससे सभी एक दूसरे के व्यक्तिगत विकास में सहयोग प्रदान कर सके एवं वैश्विक उन्नति में एक दूसरे के पूरक बन सकें इसी उद्देश्य को प्राप्त कर इसे सार्थकता प्रदान कर सकते हैं।

मनुष्य इस विचार के पोषण में कैसे योगदान कर सकता है?

मनुष्य एक सामाजिक प्राणी है। उसके प्राथमिकता का प्रथम केंद्र उसका परिवार होता है। परिवार एक दूसरे से भावनात्मक लगाव से जुड़ा होता है, एक दूसरे के सुख दुःख का साथी होता है, किसी परिवार के सदस्यों के बीच वैचारिक मतभेद हो सकते हैं, परंतु उसकी प्रवृत्ति हमेशा आपसी सहयोग एवं सभी को साथ लेकर चलने की होती है, आपसी सौहार्द बनाए रखकर एवं सबके विचारों में सामंजस्य बनाए रखने के इस गुण को वैश्विक स्तर पर विकसित करने की योग्यता सिर्फ मनुष्य रखता है।

ऐसा माना जाता है कि इस सम्पूर्ण पृथ्वी पर मनुष्य सबसे शक्तिशाली जीव है, अपनी इस शक्ति के बल पर उसने सम्पूर्ण पृथ्वी पर राज किया है, विश्व के भूखंड को समय-समय पर विभाजित भी किया जो उस समय की आवश्यकता के अनुरूप समझा गया परंतु इससे उसमें राष्ट्रवाद की भावना प्रबल होती गई और वैश्विक एकता की भावना पिछड़ती गई जिससे सिर्फ अपने राष्ट्र का विकास और अन्य भू-भाग के प्रति यह भावना जागृत ना हो पाई। सभी जीवों को संपोषित कर उनके अस्तित्व को बनाए रखने का कार्य मनुष्य ही कर सकता है।

भारत का वसुधैव कुटुंबकम् के विचार को आगे बढ़ाने में योगदान

“वसुधैव कुटुंबकम्” शब्द भारत से ही जन्मा है, हमारे ऋषियों ने इस विचार को प्राथमिकता से वर्णित किया है वैश्विक स्तर पर इस विचार को रखने वाला प्रथम देश भारत ही था। भारत ने अपने इतिहास में सभी जातियों, समाजों, वर्णों, राष्ट्रीयता वाले लोगों को फलने-फूलने का सदैव अवसर दिया है। भारत की पवित्र भूमि ने कभी धार्मिक, जातीय, वर्णीय भिन्नता के आधार पर किसी भी वर्ग को संरक्षण से वंचित नहीं किया है। 17वीं एवं 18वीं शताब्दी में जब अंग्रेज भारत आए और औद्योगीकरण के विचार को प्रबलता से बढ़ावा दिया जा रहा था तब उपनिवेश बनाने की प्रथा की शुरुआत हुई जिससे लोगों में वैश्विक एकता की जगह राष्ट्रवाद ने प्रमुखता से भावनात्मक जुड़ाव करना प्रारंभ किया। परंतु इतिहास साक्षी है कि विश्व में हिंसा-उन्माद के शिकार शोषित वर्गों का संरक्षण करने में यह देश अग्रणी रहा है। उदाहरण के तौर पर फारस से आए शरणार्थी जिन्हें पारसी

कहते हैं, आज भारत की एक अल्पसंख्यक समुदाय है परंतु काफी उन्नति और विकास कर चुकी है।

इतना ही नहीं सन 1971 में जब बांग्लादेश के मुसलमानों ने भारत में शरणार्थी के तौर पर शरण ली तो भारत ने सामाजिक न्याय एवं उनके अस्तित्व को सुरक्षित बनाए रखने के लिए अथक प्रयास किए एवं कड़े कदम उठाए जो वसुधैव कुटुम्बकम् के विचार को संपोषित करने की दिशा में एक महत्वपूर्ण कदम था।

वर्तमान में वैश्विक स्तर पर भारत के प्रयास

वर्तमान में G-20 2023 की थीम “वसुधैव कुटुम्बकम्” के विचार पर आधारित है जिसका उद्देश्य है “एक पृथ्वी, एक परिवार, एक भविष्य”। यह विचार वैश्विक एकता, सामाजिक बंधुता एवं उज्ज्वल भविष्य की कामना को मजबूती प्रदान करता है। वैश्विक स्तर पर हो रहे जलवायु परिवर्तन, आर्थिक असमानता, वैश्विक स्वास्थ्य संकट को दूर कर उसके होने वाले प्रभावों को कम करने की पहल में सभी देशों का योगदान बहुत जरूरी है।

भारत ने कोरोना काल (कोविड-19) के दौरान भी इस विषय को काफी गंभीरता से लिया है। जब सम्पूर्ण विश्व इस गंभीर स्वास्थ्य संकट से जूझ रहा था तब भारत ने आवश्यक दवाइयों की आपूर्ति एवं वैक्सीन के निर्यात से जरूरतमन्द देशों की सहायता करने में एक बड़ी भूमिका अदा की थी।

वैश्विक या चुनौतियों से निपटने का एक सक्षम मार्ग

आज विश्व की कई बड़ी चुनौतियों में से एक आतंकवाद, हिंसा एवं भ्रष्टाचार है। विश्व ने अब तक दो विश्व युद्ध झेले हैं, जिनसे उत्पन्न विनाश, हिंसा, आतंक को हमारी कई पीढ़ियों ने झेला है। सामाजिक विद्वेष में अंधे होकर एवं अपना प्रभुत्व स्थापित करने की होड़ में जो विनाश हमारे पूर्वजों ने किया है उसके प्रभाव से आने वाली पीढ़ियों को सुरक्षित रखना एक बड़ी जिम्मेदारी है ताकि हम तीसरे विश्व युद्ध की परिस्थितियाँ बनने से रोक सकें।

विश्व के कई देश आज आतंकवाद में लिप्त हो चुके हैं निजी स्वार्थ, धार्मिक वर्चस्व एवं प्रभुत्व स्थापित करने की लोलुपता ने कई देशों के नागरिकों का जमकर शोषण किया है। इसने हिंसा को बढ़ावा दिया है, आतंकवाद के शिकार वर्ग में महिलायें एवं अबोध बच्चे भी अछूते नहीं रह गए हैं। अपने ही देश में आज लोग शरणार्थी बनकर जीने को विवश हैं कई देश के लोग अपनी मातृभूमि से पलायन कर चुके हैं।

यहाँ “वसुधैव कुटुम्बकम्” भावना के विकास का जागरण कहीं अधिक महत्वपूर्ण हो जाता है, जब इस भावना के अर्थ को लोग समझेंगे उसके अनुरूप व्यवहार करेंगे तो निजी स्वार्थ, अपना प्रभुत्व स्थापित करने, धार्मिक वर्चस्व स्थापित करने की जो होड़, शोषण, हिंसा, भ्रष्टाचार एवं आतंकवाद जैसी बुराइयों को जन्म दे रही है उस पर एक कड़ा अंकुश लगाया जा सकता है।

ऐसे में हम वैश्विक एकता, सद्भावना, विकास की दिशा में एक वैश्विक इकाई की तरह कार्य कर पाएंगे जिससे कोई भी देश अछूता ना रह पाएगा। हम आर्थिक असमानता, आतंकवाद, वैश्विक स्वास्थ्य संकट, जलवायु परिवर्तन से होने वाले दुष्प्रभाव को रोकने की दिशा में मिलकर सार्थक पहल कर पाएंगे।

भारत के अंदरूनी मुद्दों एवं राजनीतिक, सामाजिक एवं साहित्यिक महत्ता

भारत विविधताओं का देश है। भारत में अनेक जाति, धर्म, समाज एवं अलग-अलग मान्यताओं पर विश्वास रखने वाले लोग रहते हैं। इतनी बड़ी आबादी एवं विविधता वाली जनसंख्या में, वैचारिक मतभेद होना सामान्य बात है। परंतु आज इस

मतभेद ने उग्र रूप ले रखा है।

हाल ही में हुई मणिपुर हिंसा एवं हरियाणा में हुई हिंसा इसका ज्वलंत उदाहरण है। मणिपुर की हिंसा ने सभी देशवासियों को सोचने पर विवश किया है, जहां जनजातीय मतभेद ने हिंसा का ऐसा रूप धारण किया है कि वह राज्य हिंसा में आंतरिक रूप से जल रहा है।

अब प्रश्न यह उठता है कि यहाँ इस विचार को कैसे उपयोग में लाया जा सकता है। हम तो पूरे विश्व को एक परिवार में पिरोकर चलाने की बात कर रहे हैं। इससे अंदरूनी मुद्दों का क्या संबंध है परंतु ध्यान देने वाली बात यह है कि जब तक एक देश अपने अंदरूनी मुद्दों का समाधान सक्षमता पूर्वक नहीं कर पाएगा तो वैश्विक पटल पर वह इसे सुलझाने में दृढ़ता पूर्वक कार्य कैसे कर पाएगा। एक ओर जहां हम वैश्विक स्तर पर एक अग्रणी भूमिका निभाने करने की बात कर रहे हैं वहीं दूसरी ओर यदि हम अंदरूनी मतभेद को सफलता से समाधान नहीं कर पा रहे हैं तो वैश्विक एकता की स्थापना कैसे होगी? इसलिए यह जरूरी है कि हम जातिवाद, धार्मिक भिन्नताओं एवं सामुदायिक मतभेदता को समाप्त करने का प्रयास कर अपने लोगों में सौहार्द, परस्पर सहयोगिता, सद्भावना एवं अखंडता के विचार को जागृत करें।

इस दिशा में सामाजिक, राजनीतिक एवं साहित्यिक पहल की आवश्यकता है। समाज में व्याप्त भिन्नता को अपना राष्ट्रीय कर्तव्य समझना चाहिये। इस देश की संप्रभुता एवं अखंडता को बनाए रखने के लिए हम सामाजिक रूप से सक्षम होंगे तभी राजनीतिक तौर पर सरकार बड़ी चुनौतियों से निपटने में सक्षम होगी। इस दिशा में साहित्यिक पहल भी जरूरी है ताकि यह भावना जागृत हो सके।

जैसा की भारत का यह मानना रहा है कि “अनेकता में ही एकता निहित है” इसी विचार को समझ कर हमें सम्पूर्ण मानव जाति के विकास के लिए यदि कार्य करना है तो वैश्विक तौर पर सभी देशों को एकजुटता से प्रयास करने होंगे।

वर्तमान समय की मांग

वर्तमान में भारत सरकार ने “सबका साथ सबका विकास एवं सबका विश्वास” इस विचार पर प्रमुखता से बल दिया है। जो वैश्विक परिप्रेक्ष्य में उतना ही उपयोगी है। जरूरत है विकसित एवं सम्पन्न देशों को आगे आने की ताकि वह इस भावना को सार्थकता देने की दिशा में एक महत्वपूर्ण भूमिका अदा कर सके क्योंकि इस भावना को सिर्फ जागृत करने का कोई अर्थ नहीं रह जाएगा यदि हम धरातल से जुड़ी समस्याओं के निवारण का मार्ग ना ढूंढ सकें। हर देश अपने किसी न किसी संसाधन में सक्षम है जो वैश्विक एकता, विकास एवं उज्ज्वल भविष्य को साकार रूप देने में तथा संसाधन से वंचित राष्ट्रों की उन्नति में योगदान प्रदान कर सकते हैं।

अतः हम यह कह सकते हैं कि वैश्विक स्तर पर एकजुटता, सौहार्द सहयोगिता की भावना का प्रबल विकास एवं पृथ्वी को एक परिवार का रूप समझने की परिकल्पना को सार्थकता प्रदान तभी किया जा सकेगा जब परिवार के सभी सदस्य अर्थात सभी देश एकजुटता से इस दिशा में सतत प्रयास जारी रखे। यदि इस दिशा में गंभीरता से प्रयास किया जाए एवं सुनियोजित ढंग से सभी सदस्य देश मिलकर योजना बनाएँ तथा समय-समय पर विभिन्न मुद्दों पर बैठक आयोजित कर इसे हल करने की दिशा में कार्य करें तभी हम धरातल स्तर पर इस दिशा में सार्थक रूप से कार्य कर पाएँगे।



শুভবার্তা

দুর্নীতির বিরোধ করুন - রাষ্ট্রের প্রতি সজাগ থাকুন -

অনুপ কুমার মণ্ডল
অধিকর্তা, তিলাবনী ও কুমার ডিহি,
'এ'-গ্রুপ অফ মাইনস

জাতির প্রতি নির্দেশ আজ নীতিতে সততা,
শক্তি উৎস কালো হীরেই - জাগাবে প্রজ্ঞানতা ॥

মহাস্বাদের দেশের মানুষ - ঐতিহ্যই গর্ব ।
শিল্পোদ্যোগি মানবতার কভু হবে না তো খর্ব ॥

শিল্পশৌলি উন্নীত আজ লক্ষ্য সত্যতায় ।
প্রযুক্তিতে - ক্রমোন্নতির প্রভাব উৎকর্ষতায় ।

স্থলিত যে নীতিবোধ সমাজব্যর্থির দূষণ- ছাড়াই ।
সতর্ক এই বার্তা তথা - চলেছে কোনো মহান দিশাই ।

মহান প্রয়াস - প্রতিনিয়ত - জাগাবে সেই নীতি বোধ ।
ভ্রষ্টাচারের বিরোধ করবে - বিবেক তথা মানববোধ ॥

বোধের পাঠের - পাঠশালাটায় - প্রজ্জ্বলিত অনুভূতি ।
কয়লা শিল্পের মানুষই আজ দেশের জাতির 'শুভশক্তি' ॥

**HONESTY Pays Honors
and Corruption Dishonors.**

साहिल की कलम से

बड़ा ज़हीन है, मुश्किल में डाल देता है
वो हर सवाल को हँस-हँस के टाल देता है

بڑا ذہین ہے مشکل میں ڈال دیتا ہے
وہ ہر سوال کو ہنس ہنس کے ٹال دیتا ہے

रहा है उसका जहालत से राबिता, लेकिन
हर इक मरज़ का वो नुस्खा कमाल देता है

رہا ہے اس کا جہالت سے رابطہ لیکن
ہر اک مرض کا وہ نسخہ کمال دیتا ہے

बड़े कमाल के होते हैं फ़ैसले उसके
जो एक सिक्का हवा में उछाल देता है

بڑے کمال کے ہوتے ہیں فیصلے اس کے
جو ایک نقہ ہوا میں اچھال دیتا ہے

खुद अपने हाथ से करता नहीं शिकार, मगर
वो हर शिकारी के हाथों में जाल देता है

خود اپنے ہاتھ سے کرتا نہیں شکار مگر
وہ ہر شکاری کے ہاتھوں میں جال دیتا ہے

रखा है जोड़ के फ़ितनागरी का हर पहलू
सिनान एक को दूजे को ढाल देता है

رکھا ہے جوڑ کے فتنہ گری کا ہر پہلو
سنان ایک کو دوجے کو ڈھال دیتا ہے



सुशील ठाकुर 'साहिल'

मुख्य अभियंता (उत्खनन)
एस. पी. माइन्स क्षेत्र

मायने शब्दों के

ज़हीन - महीन आदमी

जहालत - अज्ञानता

राबिता - रिश्ता

फ़ितनागरी - दंगा फ़साद

सिनान - भाला

With Time

When I walked
'Time' passed too fast
and when I ran
it ran faster.

So I stood still
and watched
the evenness in its pace

moving without any thrust
or will to outstrip me.

'Time' is my shadow
on the side of light

hidden from naked eyes
open to instincts.



SONNET MONDAL
Assistant Manager (Mining)
Bankola Area, ECL

Some Things are Best Unchanged

While loitering in the glassy arcades
of a mall in Kolkata, I Whatsapped Ma a selfie.

It was meant to commission the little joy
I was able to unearth in these sheeny shops.

There was no reply
except a phone call asking me to stay well.

This morning as I travelled home
the green fields and huts
sprawled in front of my eyes.

I brooded like those leaning date palms
musing over their recumbent reflections in the village pond.

05

Case Study

Improper circulation of quotation notices in website and non-execution of work as per Work order/BOQ

SUMMARY :

In certain area of ECL, frequent quotations related to civil works were published below Rs. 2 Lakhs in which the publishing of quotations in the official website were not done as per the guidelines of the Civil Engineering Manual. During the physical inspection of those randomly selected civil works, their execution was found to be not done as per the terms and condition of Work order and BOQ.

IRREGULARITY OBSERVED :

- ◆ Documents related to publishing of quotation notices were collected and after examination it has been observed that for publication of quotation notices in the website, the notices were sent to the area office in delayed manner for which the publication in website was delayed.
- ◆ All the proposals including estimates were initiated by the Overseer (C). Overseer (C) was the key person who keeps all tender papers in his custody. Concerned Unit Engineer (C) was not able to detect the malpractice at unit level.
- ◆ Finally, in the Area Civil Department, one Engineer (C) had been supervising the publication of quotation, failed to detect the malpractice in tendering process from unit level. For this reason, the quotation notices uploaded in the website were given less tender opening time from publication date resulting in forfeiture of the purpose of website publication.
- ◆ During the physical inspection of randomly selected civil works by the Vigilance team, following irregularities were observed,

- **JOB A: Repairing and maintenance of road at XXX Area.**

The said work was for the repairing & maintenance of road with laying of moorum and Jhama bricks but the work was not done as per the specification of BOQ. Concerned Overseer (C) of the site entered false quantity of Jhama bricks in measurement book and misled his superior for execution of full quantity of Jhama bricks laying at site. However, no Jhama bricks were found executed at site and payment was made for full quantity as per BOQ.

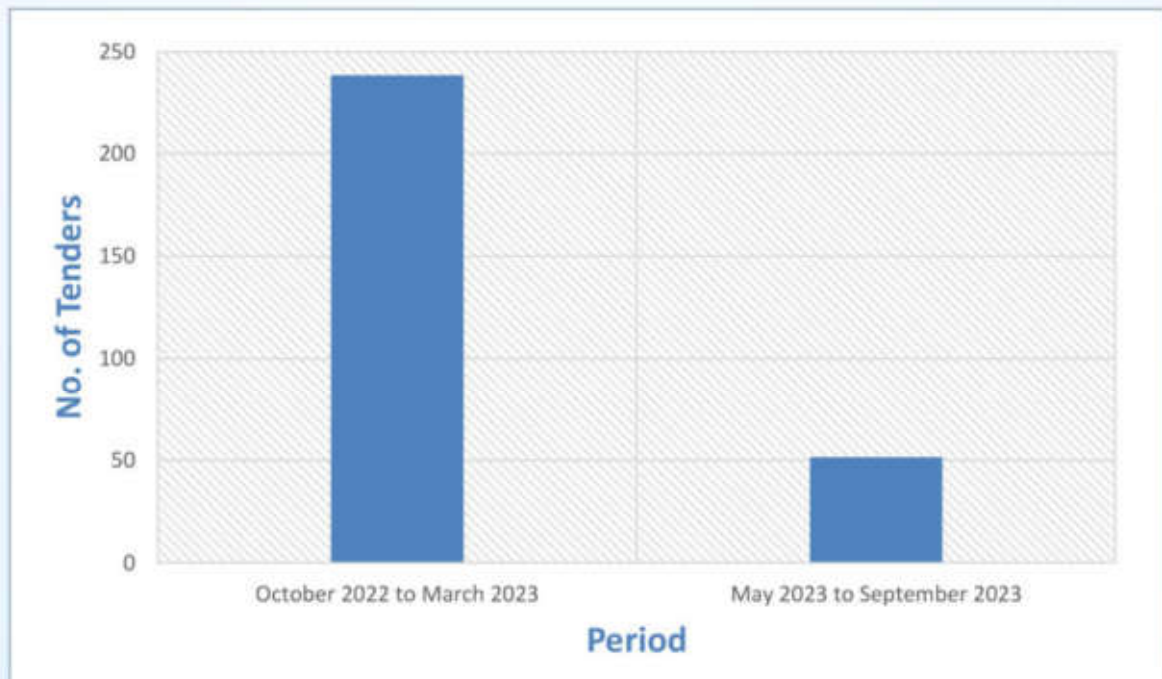
- **JOB B: Strengthening of Kachha road from X location to Y location at ZZZ Area.**

The scope of work as per the job description was laying of cement concrete road from

X location to Y location but instead a concrete pavement was constructed. Concerned Overseer (C) being the immediate in charge of the site did not take formal approval from his superior for changing the location and scope of work and hidden the actual facts from his superior. Further, the Overseer (C) allowed the passing of bill for the work different from the specification defined in approved work order.

OUTCOME OF THE CASE :

- ◆ Disciplinary action was recommended against the concerned Overseer (C) for non-execution of work as per the guideline of approved Work order and BOQ.
- ◆ Disciplinary action was recommended to one Engineer (C) at Area level who was supervising the publication of quotation, failed to detect the malpractice in tendering process from unit level.
- ◆ After the inspection carried out by the Vigilance team, the frequency of publication of quotation notices below Rs. 02 Lakhs were reduced and implementation of comprehensive annual maintenance contracts (CAMC) as per the letter Ref. No. ECL/HQ/GM(C)/49A/747 Dt: 21.08.2021 have been started in the area. The bar chart representation is as below :



06

Case Study

Detection of Huge Misappropriation of HSD at a Railway Siding in 09 months

BRIEF OF THE CASE :

In one Area of ECL, there is a Railway siding from which coal is transported through Rakes. Coal from different collieries under that Area is sent to that Siding for necessary transportation. One information was received at Vigilance deptt that there is rampant pilferage of HSD at the Railway siding.

During investigation following points are observed :

- (a) For transportation through Rakes, two nos of Coal Crushers were available to size the coal to (-) 100mm but the Crushers are kept in breakdown condition frequently and two nos of Dozers brought from other colliery under the same area to crush the uncrushed Coal. For running of Dozers there was huge consumption of HSD.
- (b) Whenever there is Power failure, then the crushers were backed by Diesel Generators which also consumed HSD to a large extent.
- (c) HSD was brought to the siding not directly from DDU but through another colliery.
- (d) Though there is a system for indenting of HSD through online system, yet HSD was indented offline. HSD was brought to the Railway siding not through proper requisition slip, but only through an authorisation slip.
- (e) Excavation Engineer of the unit started issuing HSD from Stores without any authorisation from Manager/ Agent. Neither in the Authorisation Slip which was used to issue HSD nor in the Gate Pass issued after HSD issuance, did the Agent or the Manager used to sign.
- (f) The Gate passes were issued from the unit for HSD to the Siding without signature of any recipient.
- (g) In most of the cases, the authorisation of HSD was not raised or authenticated by any Executive of the siding.
- (h) There was mismatch between the HSD issued on account of the Dozers at Railway Siding and the consumption recorded in the Logbooks of the Dozers.
- (i) Both the Agent of the Siding and of the HSD issuing colliery never paid any attention to oversee faulty practice of the Transaction of HSD.
- (j) HSD was issued on account of Dozer operators by the Clerks even when the said Dozer operators were on Leave / rest.

- (k) The Diesel issue slips are generally signed by Dozer Operators as receipt of Diesel for operating Dozers. Dozer Operators on three shifts have not accepted / receipt of HSD on in many instances but Diesel was issued in the name of **Dozers to the tune of 17370 Ltr costing to Rs 16,23,766.00/- from July'21 to March'22 [09 months]. This was a huge Pilferage/ Misappropriation of HSD from Siding.**

IMPACT OF THE INVESTIGATION

- (a) Before & After figures:

Aug'21 to June'22 [Before Surprise Check]	HSD consumption was 1,20,350 Ltr.
Aug'22 to June'23 [After Surprise Check]	HSD consumption was 27,050 Ltr

Total savings of HSD consumption at Siding is 93300 Ltr costing Rs 88,38,391.50 [in 11 months only]

- (b) Out of Two Dozers, one Dozer was shifted from Siding for better utilization of resources.
- (c) Online Requisition of HSD has been started through SAP.
- (d) Proper record of HSD in the logbooks of Dozers are being maintained.
- (e) Monthly consumption of HSD at Siding before surprise check rose upto 11000 ltr/ month [Approx], which is reduced to the tune of 3000 ltr (approx.)/ month.

OUTCOME OF THE CASE :

Disciplinary Proceedings were initiated against the concerned Executives and Non-Executives by the respective D.A.



STOP CORRUPTION

देश के विकास के लिए
ये सबको बताना होगा,
हमें भ्रष्टाचार को जड़ से
मिटाना होगा।

07

Case Study

Detection of passing of Bill for the unexecuted works

BRIEF OF THE CASE :

Based on Surprise Check at one of the area Store of ECL, it was observed that without execution of Supply & installation in full the Bill was paid to contractor.

During investigation following points were observed.

- (i) Only 300 mtr Concertina wire supplied by the contractor out of 2200 Mtr against the Work Order. Also, installation was not done.
- (ii) The concerned official neither able to show the Complete work nor able to explain the reason for non-execution of the job
- (iii) On the other hand, from Area Finance deptt., document of Passing of Bill Collected which shows that the concerned Official signed the bill with a remark "The work done satisfactorily in time as per Work Order".
- (iv) On the basis of Certification from Concerned official the bill passed by the Finance Deptt. For Rs. 19,39,813.80

OUTCOME OF THE INVESTIGATION

Disciplinary proceedings initiated against the erring executive by the Disciplinary authority.

If a country is to be corruption free and become a nation of beautiful minds, I strongly feel there are three key societal members who can make a difference. They are the father, the mother and the teacher.

(Abdul Kalam)



08

Case Study

A case of Insider Trading

CIL vide email had informed non-compliance by one of Designated Person through Insider Trading Compliance Software system. Non-Compliance is of indulging in transactions of CIL equity share, directly as well as through immediate relatives, during the closure of Trading Window or making the contra trade in contravention of Prevention of Insider Trading.

Mr. X was identified as Non-Compliant officer who had indulged in transactions which are in contravention of Prohibition of Insider Trading Regulation of SEBI and CIL's Policy on Prohibition of Insider Trading. The transaction involved was CONTRA TRADE. Contra trade in market parlance refers to transaction involving shares of the company by a designated person and executing a contra or opposite trade within 6 months after the prior transaction.

CIL's Policy on Prohibition of Insider Trading clause 12.0 lays down penalty for such contravention. Clause 12.2 states

"All Designated Persons, who violate this Code shall, in addition to any other penal action that may be taken by the Company pursuant to law, be also subject to disciplinary action by the "Competent Authority" as defined in the Employee (Conduct, Discipline and Appeal) Rules of the Company, if any. Without prejudice to any other powers of the Board, the Board may also stipulate sanctions such as wage freezing, suspension, recovery and clawback for any violation of this Code".

Mr. X in his reply accepted the fact that such trading in CIL shares was done.

Thus the case attracts disciplinary action in consonance with Employee (Conduct, Discipline and Appeal) Rules of the Company against Mr. X for indulging in transaction's, directly as well through his immediate relatives, in contravention of Prohibition of Insider Trading Regulation, 2015 of SEBI and CIL's Policy on Prohibition of Insider Trading.



09

Case Study

A case of faulty execution of contract – Hiring of HEMM for removal and transportation of OB, and extraction and transportation of Coal

Background :

As directed by competent authority, an Intensive Study was conducted of the contract – “Hiring of HEMM for removal and transportation of OB, and extraction and transportation of Coal of XYZ Opencast patch under DEF area” awarded to M/s ABC.

Irregularities observed during the Intensive Study:

1. Whereas the **NIT and Work Order terms and conditions** stipulated that payment for extraction of coal was to be released on the basis of Railway Receipt (RR) quantity, bills of the contractor were passed, and payment was released on the basis of the quantity transported to railway siding, without reconciling the said quantity with the RR quantity. RR figure was lower by 2,37,111.61 Te from the transported quantity. In total, an excess payment of Rs 1,30,95,249.00 plus applicable GST was made to the contractor beyond the terms and conditions of the contract.
2. This 2,37,111.61 Te quantity of coal – which was originally produced from XYZ opencast patch was booked in the name of other departmental opencast patches and underground mines under the same area - DEF. This meant that the colliery/mine officials not only of XYZ opencast patch, but also of other departmental opencast patches and underground mines under DEF area manipulated their production and dispatch records by over-reporting/under-reporting. In other words, they managed survey measurements in contravention to **Code for Uniform System of Maintenance, Control, Verification of Coal Stock and Measurement and Verification of Over Burden Removal in all Mines of Coal India Limited (Revision-2020)**.
3. Further, the declared grade of XYZ opencast patch was G-5, whereas the declared grade of the other departmental opencast patches and underground mines was G-7. Since 2,37,111.61 Te of G-5 grade coal was booked as G-7 grade coal, there was potentially a loss of Rs 15.5 Crore (approximately) – as per Dec-2020 notification of price of coal of CIL according to their GCV value – due to this **wrongful booking**.

Outcome of the case:

Disciplinary proceedings were initiated against concerned mine officials and concerned area officials.

SAY NO TO CORRUPTION; COMMIT TO THE NATION



UTTAM KUMAR
Manager (M&S) / Vig.

The tussle and fight against corruption begin with us. That's why we need to say no when immoral and dishonest activities or behaviour full of non-integrity is felt within us. With this “no”, we not only can justify our meaningful position and attitude but also can ensure a constructive commitment towards our nation. Hence, this year, the theme of Vigilance Awareness Week 2023 is “*Say no to corruption; commit to the Nation*”.

As an intellectual human being, we have always been learning to achieve our long term goal. For achievement of this long term goal, we rationalise the factors to achieve it and dispose of the factors which are negative, unethical and non-meaningful. We have been learning about patriotism and commitment towards nation since our childhood because the most important activities and actions of our life are taught gradually when we grow with our height as well as thought. This is needless to mention that after saying this “no”, we not only achieve our long term goal but also contribute and commit towards betterment of the nation.

Confrontation against corruption should not only be a formal but also a moral duty for us. We should have belief that there is an ample possibility to change the systems which are amoral and corrupt. We should have reliance that after restricting corruption, we can show our dedication towards the nation.

The following quote on corruption by honourable justice Sri H.R Khanna (1912-2008) is very much compatible with the theme of VAW 2023:-

***“Corruption is a poison that kills the spirit of democracy
and the values of humanity.”***

– Justice H. R. Khanna

Let's we pledge together that we shall say “no” to misconduct, dishonesty, deception, deceit, fraud and all activities which are synonymous or replica to corruption so that our commitments towards our position and nation are sustained.



NATURE

Life is a gift of GOD
Cherish and nurture its every bit,
Make it, hold it live it
At its best,
The beauty of nature that
Quench its thirst is all in its crest;
The lap of mother,
The safest place than any other;
The blooming bliss of the breeze,
The sight that it ceases
The comfort that it eases
Lets be humble and be please.
The soothing screams and
The flying dreams,
Full of love and care,
Lets have time to thank and be fair.

MOUSUMI MONDAL

W/O- Dharam Mondal
D(T)P&P's Secretariat
ECL HQ, Sanctoria

भ्रष्टाचार मिटाओ
देश बचाओ



TENDERS & CONTRACTS

RABINS KHALKHO
Manager (Civil), Vig. Deptt.

DO'S

1. Allow adequate and reasonable minimum time for opening of tenders.
2. Verify eligibility criteria before issue of tender.
3. Guard against insufficient advertisement and not making tender documents available to outstation parties or to those technically sound parties who are interested in the bidding.
4. Always observe specified dates and timings for receipt of tenders and opening thereof.
5. Provide reasonable opportunity to all intending bidders.
6. Always evaluate the bids correctly and dispassionately.
7. Do ensure the dispatch of tender enquiries to all parties.
8. Properly define the scope of work.
9. Logical conclusion of tenders to be made by the tender committee members.
10. Ensure tender committee is duly constituted of competent level of officers.
11. Proper Maintenance of Hindrance register, Estimate Register Tender issue register, Tender Opening register, Site Order Book.
12. Validity period of Bank Guarantee to be strictly monitored.
13. Posting of details on award of tenders/contracts on website.
14. Validity period of bid to be strictly monitored.
15. The executive department should notify the concerned finance department about the BG validity extension in advance.

DON'TS

1. Do not call tenders on the ground of created emergency and without indicating complete scope of work.
2. Do not allow contractual and departmental work of same type at one place (i.e. side by side).

3. Do not split up the work in order to avoid scrutiny and sanction of higher authorities.
4. Never include dummy firms to increase the number of parties.
5. Do not accept modified offers not considered by the Tender Committee.
6. Do not dilute technical aspects for rejecting inconvenient bids.
7. Do not allow annual maintenance contract beyond expiry by not taking action for fresh bids.
8. Changing of Tender committee members once constituted without prior approval of competent authority.
9. No offline bids shall be accepted.
10. No alteration in Bill of quantity should be made after the tender has been published, if any changes needed to be incorporated, the said tender should be cancelled and retendering should be done.

SITE EXECUTION

DO'S

1. Ensure execution of work conforming to the specifications.
2. Keep proper account of materials issued to the contractors at worksite.
3. Make proper inspection of the materials supplied by contractors before these are used in work.
4. Ensure supply of materials to the contractors as per progress of work only through authorized representatives with proper account as well as classification of issued material.
5. Ensure recovery of cost of materials supplied by ECL, hire charges for tools and plants etc. from the contractors' running bills immediately after their use.
6. Ensure correct measurements particularly in "hidden' items.
7. Ensure inspection of correct thickness of items payable on "area measurements" such as, slabs, flooring, premixed road carpet, wood work etc.
8. Guard against inflated measurements in running bills for on account payment.
9. Ensure proper entry in measurement book.

10. Ensure recovery of mobilization advance, if any, given to the contractor as per contract.
11. Ensure prescribed deductions and also recovery of penal rates for excess consumption of materials as per terms of contract.

DON'TS

1. Do not allow execution of work without proper sanctioned work order- except in special circumstances.
2. Do not allow the contractor to first execute only those items considered more profitable by him at his discretion.
3. Do not allow recoveries on account of use of departmental machinery by contractors to be accumulated up to the final bill.
4. Do not accept the materials of other makes which are not included in the work order.
5. Do not issue excess quantity of materials / equipment to the contractors.
6. Do not permit use of sub -standard materials.
7. Do not depend upon visual inspection to assess oversize aggregate.
8. Do not make any advance entry in measurement book for any work.
9. Do not allow passing of bills without necessary and adequate checks.



Say no to corruption; commit to the Nation



DIPTARKA MOITRA
Manager (E&M), Vig. Deptt.

On August 23, 2023, India became the First Nation to land a spacecraft near the South Pole of the lunar surface. The whole country was united in jubilation on this historic achievement. India has a large and young population, which offers immense opportunities for growth and development. However, to realize the full economic potential of this human capital, the nation needs to emulate the same spirit of solidarity and cooperation that it displayed on August 23, 2023, to combat corruption.

While we are discussing the events of August 2023, let us also recapitulate another event from the recent G20 summit. As we all know, India's G20 presidency period is from December 1, 2022 to November 30, 2023. Let us focus on particular meeting - the G20 Anti-Corruption Working Group and Ministerial Meetings held in Kolkata, India from August 9-11, 2023 ¹. The Anti-Corruption Working Group (ACWG) is a part of the G20 organization that plays a crucial role in leading international efforts to combat corruption. One of the outcomes of the said meeting was agreement on "High-Level Principles on Promoting Integrity and Effectiveness of Public Bodies and Authorities Responsible for Preventing and Combatting Corruption" ² - which are summarised as follows:-

Principle 1 : Independence and impartiality

Public bodies and authorities responsible for preventing and combating corruption should be independent and impartial in their work. They should be free from interference from political or other actors, and their decisions should be based solely on the evidence and the law.

Principle 2 : Transparency and accountability

Public bodies and authorities responsible for preventing and combating corruption should be transparent and accountable in their work. They should publish clear information about their mandate, functions, and resources, and they should be subject to effective oversight mechanisms.

Principle 3 : Integrity and competence

Public bodies and authorities responsible for preventing and combating corruption should be staffed by people of the highest integrity and competence. They should have adequate resources and training to carry out their work effectively.

Principle 4 : Coordination and cooperation

Public bodies and authorities responsible for preventing and combating corruption should coordinate and cooperate effectively with each other, as well as with other relevant stakeholders. This includes cooperation with law enforcement agencies, the judiciary, the private sector, and civil society organizations.

Principle 5 : Public participation

Public bodies and authorities responsible for preventing and combating corruption should facilitate public participation in the fight against corruption. This includes providing opportunities for the public to report corruption, to participate in anti-corruption consultations, and to monitor the implementation of anti-corruption measures.

While reading at a glance, one may form the idea that the above principles apply solely to organisations like the CBI or the Vigilance wing of an organisation. However, we need to remember that Chapter-II of Vigilance Manual 2021 says – “The primary responsibility for maintenance of efficiency, integrity and transparency in an Organisation vests in ... the Head of the Department...”. By the same token, every official who is entrusted to work in a supervisory role needs to put in every effort such that integrity and transparency is maintained in his section.

The fight against corruption is not only the duty of the public bodies and authorities, but also the responsibility of every citizen. Corruption erodes the trust in the government, undermines the rule of law, and hampers the economic and social development of the nation. Corruption also affects the quality of public services, such as health, education, and infrastructure, that are essential for the well-being of the people.

Therefore, we should all say no to corruption and commit to the nation. We should uphold the values of honesty, integrity, and accountability in our personal and professional lives. We should also support the efforts of the government and civil society to prevent and combat corruption. We should report any instances of corruption that we witness or experience, and demand transparency and accountability from our public officials.

By doing so, we can contribute to building a clean and efficient administration that serves the public interest. We can also create a conducive environment for innovation and entrepreneurship that can boost the economic growth and social progress of the nation. We can also inspire the next generation of leaders who can carry forward the legacy of our achievements.

As we celebrate our success in space exploration, let us also pledge to make India a corruption-free nation. Let us remember the words of Mahatma Gandhi: "Be the change that you wish to see in the world." Let us be the change that we wish to see in India.

Source :-

1. <https://static.pib.gov.in/WriteReadData/specificdocs/documents/2023/aug/doc2023822242701.pdf>
2. https://www.g20.org/content/dam/gtwenty/gtwenty_new/document/august_docs/A_DOPTED_HLPS_ON_PROMOTING_INTEGRITY.pdf



SYSTEM IMPROVEMENTS IMPLEMENTED IN ECL

2023

Sl. No.	Subject
01.	System Improvement regarding approved SOP for release of Performance Bank Guarantee
02.	Office Order and SOP for UG to Surface in ECL

2022

Sl. No.	Subject
01.	Definition of Similar Nature of Works for Civil related Underground Works
02.	Scrutiny of proposals by finance department in various jobs related to works & services- procurement-goods&services
03.	ECL Media Policy - 2022
04.	Work Order for Implementation of the work-Digitization of land records and launching of a dynamic relation database with customized Apps for the purpose.
05.	System Improvement regarding approved SOP for USAGE & IMPLEMENTATION OF DRONES FOR SURVEILLANCE OF LEASEHOLD AREA TO PREVENT ILLEGAL MINING IN EASTERN COALFIELDS LIMITED.

2021

Sl. No.	Subject
01.	System improvement regarding the job of "Roof supporting by cable bolting for proposed caving panel in original galleries, splitting and slicing at an underground mine in ECL
02.	Systemic improvement in the system of measurement and billing of the Removal and extraction of Coal & OB by contractors in Hired OC patches
03.	Systemic improvement regarding implementation of approved SOP for planning, installation, operation & Maintenance of Road and Rail weighbridges of ECL
04.	Systemic improvement regarding stoppage of wrongful payment of HRA
05.	System Improvement On Procurement Of Spares For Repairing Of 'Roto'Make Face Pumps of ECL
06.	SOP of Charge Hand Over- Take Over of Executives of various departments.
07.	System improvement guideline regarding deduction of HRA & Electricity Charges.
08.	System Improvement regarding Approved SOP for procurement of P&M items against PR/Scheme.
09.	System Improvement regarding maintenance of records in logbook in compliance with MCEW.



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