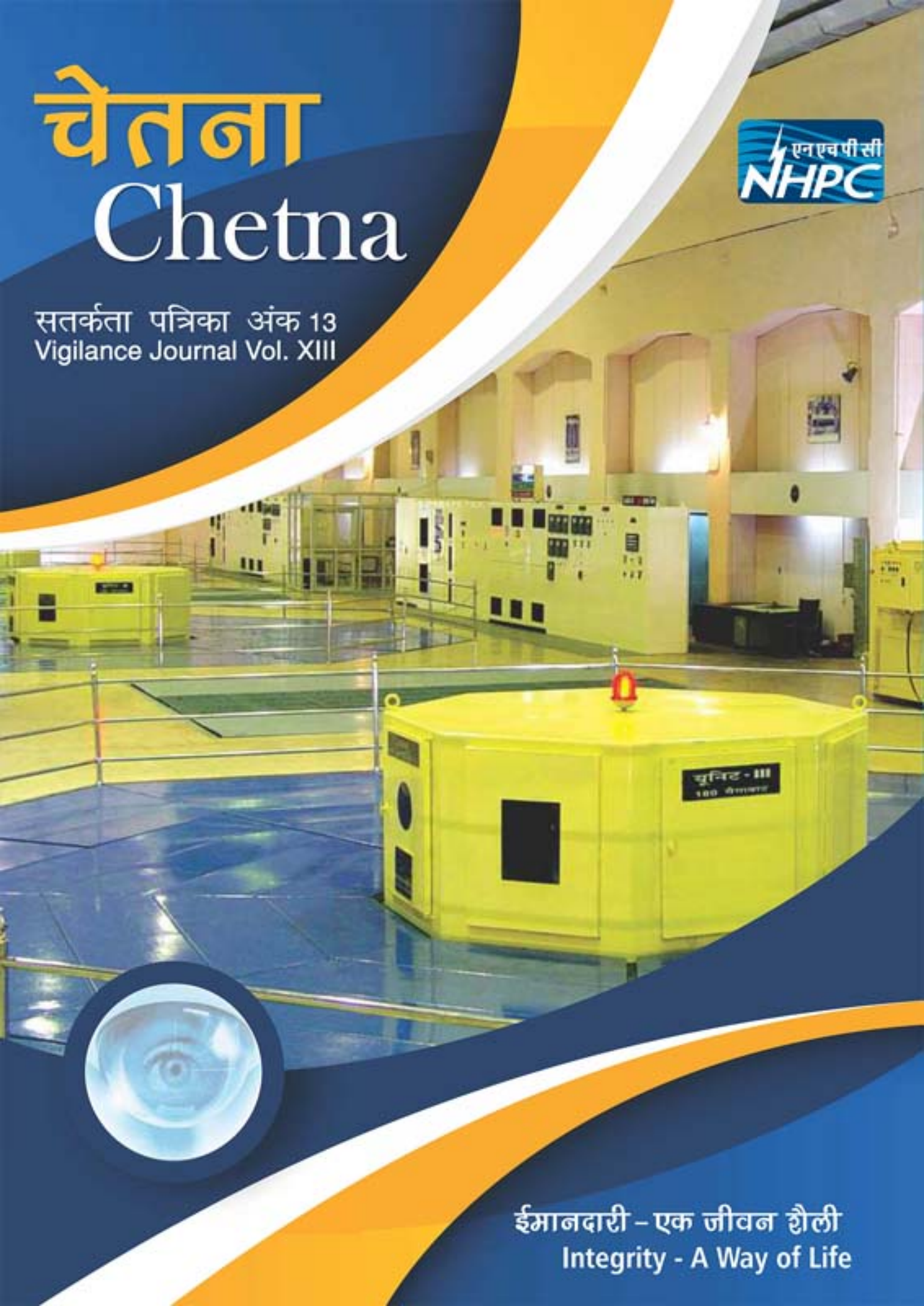


चेतना Chetna

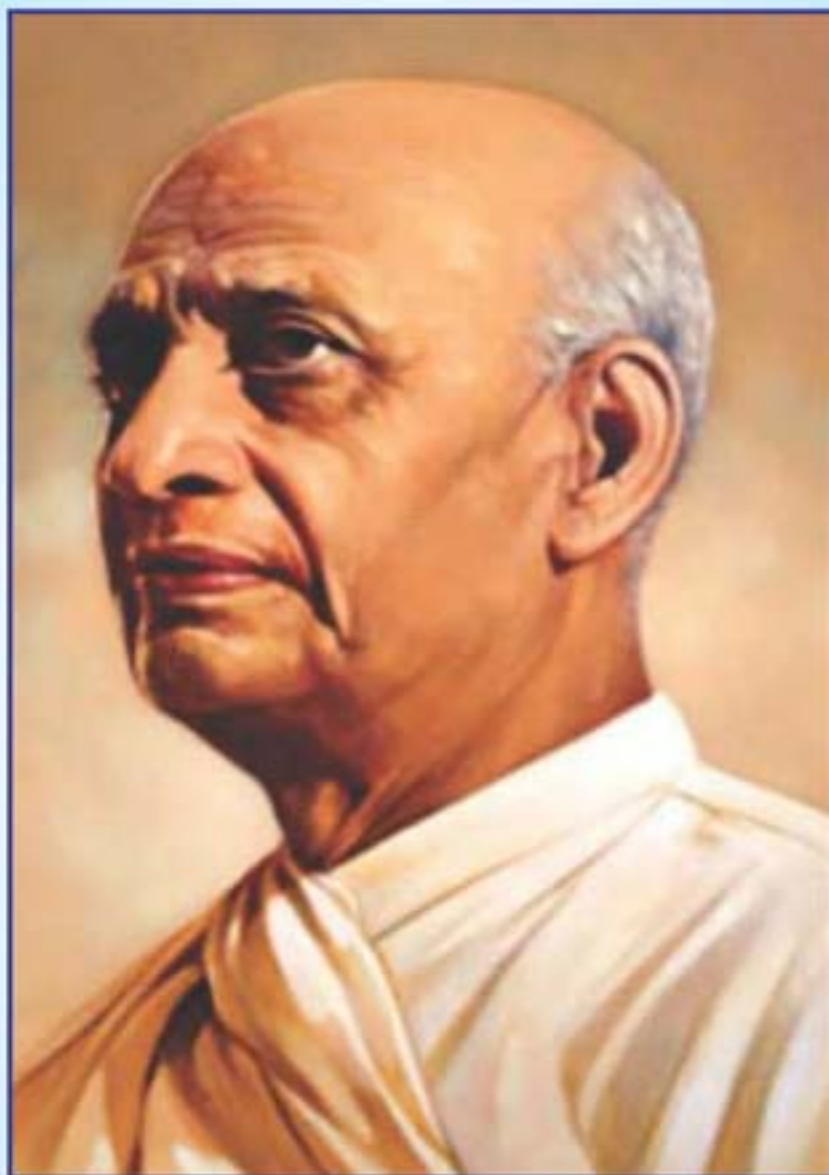


सतर्कता पत्रिका अंक 13
Vigilance Journal Vol. XIII



ईमानदारी - एक जीवन शैली
Integrity - A Way of Life

अधिकार मनुष्य को तब तक अंधा बनाये रखेंगे,
जब तक मनुष्य उस अधिकार को प्राप्त करने हेतु मूल्य न चुका दे।



सरदार वल्लभ भाई पटेल
(31 अक्टूबर 1875 - 15 दिसंबर 1950)

सतर्कता जागरूकता सप्ताह का आयोजन सरदार वल्लभ भाई पटेल के
जन्म की सालगिरह के अवसर पर किया जाता है।

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केंद्रीय 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
सं/No. 019 /VGL/029
दिनांक / Dated: 16.10. 2019.

MESSAGE

The Vigilance Awareness Week observed each year by the Central Vigilance Commission affirms Commission's commitment to promotion of integrity and probity in public life through citizen participation.

"Integrity – A way of life" has been chosen as the theme for the Vigilance Awareness Week this year by the Commission. Integrity and Ethics form the foundational pillars of a nation and national development takes place when individuals and organisations are committed to integrity as a core value. Combating corruption is not just a matter of making laws and creating institutions, but is deeply rooted in human values and morals of individuals. Cultivating ethical values is essential for building a New India.

The Commission believes that this theme would help draw the attention of all sections of society especially the youth of the significance of ethical conduct in the building of an honest, non discriminatory and corruption free society.

The Commission's initiatives like the taking of voluntary Integrity Pledge, Integrity Clubs in schools and colleges, mass awareness campaigns are efforts to motivate people to observe ethical behaviour in everyday life.

The Commission appeals to all to inculcate integrity as a way of life for the realisation of the full potential of the individual and progress of the nation.

(Sharad Kumar)
Central Vigilance Commissioner



संदेश

हमारे देश में भ्रष्टाचार जो कि एक भयानक बीमारी के समान है और जो तेजी से पूरी दुनिया में फैलती जा रही है, इसके उन्मूलन के लिए समय – समय पर जन-जन को जागरूक करने की दिशा में बहुत से कार्यक्रम आयोजित कराए जाते हैं। हर दिशा में सतर्कता जागरूकता सप्ताह 2019 में जन-जन की भागीदारी वांछनीय है। यदि हमें भारत को भ्रष्टाचार मुक्त बनाने का सपना साकार करना है तो हर एक को अपने स्तर पर भ्रष्टाचार को ना कहना होगा। बदलते परिवेश में यह न केवल एक आवश्यकता है अपितु भारत के नवनिर्माण में यह अनिवार्य है।

ऊर्जा क्षेत्र में नित नए बदलाव आ रहे हैं। पारंपरिक ऊर्जा स्रोत अर्थात् कोयला उत्पादित बिजली व जल विद्युत को गैर पारंपरिक ऊर्जा स्रोतों जैसे नाभिकीय, सौर व पवन ऊर्जा से कड़ी प्रतिस्पर्धा का सामना करना पड़ रहा है। ऐसे में अपना स्थान बनाए रखने और आगे बढ़ने के लिए हम सबको भी अपनी कार्यशैली में उचित बदलाव लाना पड़ेगा। व्यापार के नए मापदण्डों पर हमें अपनी कुशलता मापनी होगी और उसमें वृद्धि करनी होगी। इस उद्देश्य की पूर्ति के लिए यह आवश्यक है कि हमारी कार्यशैली भ्रष्टाचार विरोधी हो व हमारी नीतियाँ भ्रष्टाचार उन्मूलन की पक्षधर हों।

निगम के परिपेक्ष्य में सतर्कता एक प्रबंधकीय कार्य है। सतर्कता विभाग भ्रष्टाचार नामक इस विसंगति को मिटाने में एक महत्वपूर्ण दायित्व निभाता है तथा निगम के कर्मचारियों को सतर्क रहने के लिए प्रेरित करता है। सतर्कता, भ्रष्टाचार से होने वाले अनचाहे और अनुचित व्यय को रोक सकती है तथा भ्रष्टाचार उन्मूलन में अपना योगदान कर, निगम की नई परियोजनाओं में होने वाली समय और लागत की वृद्धि में कमी ला सकती है।

यह बताते हुए मुझे बहुत खुशी हो रही है कि एनएचपीसी के सतर्कता विभाग अपनी वार्षिक गृह पत्रिका “चेतना” पत्रिका का 13वाँ संस्करण जारी किया जा रहा है। इस साल सतर्कता जागरूकता सप्ताह 28 अक्टूबर से 02 नवम्बर 2019 के बीच मनाया जाएगा। चेतना पत्रिका के माध्यम से सतर्कता विभाग, हमें सतर्कता के विभिन्न पहलुओं की जानकारी भी दे रहा है और सचेत भी करा रहा है। मैं सतर्कता विभाग को चेतना के इस संस्करण के लिए हार्दिक शुभकामनाएँ देता हूँ।

(बलराज जोशी)

अध्यक्ष एवं प्रबंध निदेशक



MESSAGE

Firstly, I took this opportunity to congratulate Vigilance Department for all the efforts undertaken in recent years that helped to embed in us that Vigilance is not a hindrance, but an equally important line function and arm of Management which aims to continuously improve the system and helps in doing things in a free, fair & transparent manner.

Today, while new business trends and the violent winds of change are biting into the foundations and most of the business organization stand on the shaken soil, it is time to be vigilant against such external trends and to be watchful, alert & vigilant in our day to day business activities.

Every employee of the organisation has a significant role to play in nation building. PSUs have access to vast natural resources and deal with substantial amount of public money. It is our responsibility to use these resources and funds in the best possible manner to ensure that the intended benefit is reaped by the society at large. For an organisation, Preventive vigilance is considered to be more important than punitive vigilance.

Vigilance journal 'Chetna' duly published by the Vigilance Department of NHPC at regular interval is indeed a comprehensive magazine sharing various facets of company. This journal also shows its pro-activeness to share valuable suggestions to relentlessly being transparent, honest and carry out official job in right spirit with integrity.

I, personally, convey my best wishes to the Vigilance Division for its effort to keep sharing WISDOM & look forward to receive such information in the years to come through publication of "Chetna".

A handwritten signature in blue ink, appearing to read 'Ratish Kumar', with a horizontal line underneath.

(Ratish Kumar)
Director (Projects)
NHPC Ltd.



MESSAGE

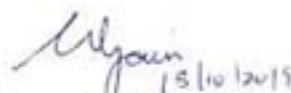
Value system plays a great role in the changing societal context in creating ethical work place in various organizations. Individuals and organizational goal clash when maximizing the organizations output and tapping potentials of individuals to the optimum, for which alignment of individual goal for organizational Excellence can be a better mode of proposition for both to exist and flourish in the path of Excellence.

Individual should display honesty and integrity in their everyday working whereas organizations must explicit transparency, professionalism for achieving productivity. Systematic improvements are possible through transparent and fair practices with ever-watchful Vigilance Department that helps in curbing malpractices. Vigilance Division has an essential role in creating awareness and preventing members of the organization to imbibe core values and improving the existing system and process.

Therefore, there is a need to create a sense of urgency to bring strong Organisation system having no scope for corruption and unfair practices.

I am happy to know that Vigilance Division is bringing out the XIII edition of "Chetna" - their in-house Vigilance Journal on the eve of Vigilance Awareness Week being observed from 28th October to 2nd November, 2019. Vigilance Division deserves appreciation for coming out with another edition of this journal.

I wish all officers and staff of Vigilance Division of NHPC all success in their endeavour.



(N.K. Jain)

Director (Personnel)



MESSAGE

I am delighted to learn that the Vigilance Division of NHPC is organizing “**Vigilance Awareness Week**” from 28th October 2019 to 2nd November 2019 and is bringing out the XIIIth edition of their Vigilance Journal – ‘**Chetna**’ on this occasion. The publication of ‘Chetna’ by Vigilance Division deserves all praise for coming out with another edition of this journal.

The theme for this year’s journal ‘**Integrity - A way of life**’ is an objective everyone should make efforts to achieve and bring integrity and transparency in all spheres of our activities

The motive of the vigilance awareness week is to sensitize the employees of rules & regulations, laws etc. relevant to their work for honestly discharging of their duties and provide whistle blower mechanism for reporting grievances and fraudulent activities.

The fight against corruption cannot be won without support and participation of the citizens. In order to attain a corruption free society every citizen, public officials and general public must refrain from the unethical acts and show the responsibility by creating awareness to eliminate the corruption from the society.

In today’s competitive environment the main aim of the vigilance is to help the organization in induction and adoption of the best practices of corporate governance and ethics and bring honesty, integrity, transparency and fairness in the organization. The vigilance department through its proactive approach has been taking various preventive measures and help NHPC in overall system improvement.

I convey my best wishes to all officers and staff of Vigilance Division for the success of “Vigilance Awareness Week”.

(M.K. Mittal)

Director (Finance)



MESSAGE

Corruption is a hindrance to the development process. Good governance, transparency, integrity and accountability in all spheres of life is an essential part of development & growth. We at NHPC are committed to ensure maximum transparency, accountability and minimum discretion in our business processes. Integrity is one of our Core Values and forms the backbone of our decision-making process, for ensuring fair business practices, compliance of laws of the land, transparency in procurement and a robust payment mechanism.

At organisational level, we need to continuously fine-tune our systems and procedures to minimise discretion and maximise the use of technology to bring more & more transparency in our dealings.

I am sure that in line with the core values of this Company all NHPCians will do their best to ensure transparency in every aspect of their work life and social activities. Their actions and conduct will further add to the unblemished record and reputation of the Company.

I am pleased to know that Vigilance Division is coming out with 13th edition of "Chetna" on the eve of Vigilance Awareness Week to be observed from 28th October 2019 to 2nd November 2019. I have been keenly reading the past issues of "Chetna" and observed its excellent contents, which serve to highlight the need for keeping a vigilant behaviour while discharging the official responsibilities and create awareness on the core values of our Company. I am sure that this edition would go a further step to create awareness about adverse effects of corruption in the growth of the organization and importance of transparency in the system.

I extend my best wishes for its successful publication and hope that the readers will make the best use out of it.


(Janardan Choudhary)
Director (Technical)

Faridabad



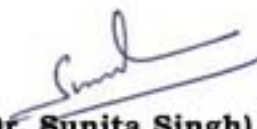
MESSAGE

NHPC Limited a premier hydropower Public Sector Enterprise entrusted with the role & responsibility to harness hydropower for the sustainable growth of economy of the nation and to meet the consequent increase in demand for power. In any organization, value based culture that promotes integrity is the key factor while building motivation towards the goals of the organization and bonding the employees through common and sustained business ethics. This necessitates a high degree of inner strength in the organization, which provides a moral compass to its employees.

Corruption can be defined as a dishonest or unethical conduct by a person entrusted with a position of authority, either to obtain benefits to oneself or to some other person. It is a global phenomenon, affecting all strata of society in some way or the other. It is, therefore, imperative that the public must be sensitized and motivated towards at weeding out corruption. The Commission has, therefore, been advising all organizations/ departments to have in place effective preventive measures to fight corruption and also to enhance transparency and accountability in their functioning. All organizations must strive to eradicate corruption in their respective spheres of activities.

In pursuance of directives of Central Vigilance Commission, the Vigilance Awareness Week is being observed in NHPC Ltd from 28th October 2019 to 2nd November 2019 with the theme **“Integrity- A way of life (ईमानदारी – एक जीवन शैली)”** is very much relevant to the present scenario. In this context, Vigilance Division is bringing out this edition of Chetna Magazine. The main objective is to make all NHPCian more & more vigilant and shall be having an insight to imbibe honesty and transparency in their day-to-day work life that will take the corporation in the path of progress and honesty as well.

I congratulate all the officers of Vigilance Division for coming out with the XIII edition of Chetna and rising up to every new challenge in Vigilance.


(Dr. Sunita Singh)
Chief Vigilance Officer

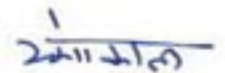
सम्पादकीय

प्राधिकार का दायित्व सौंपे गए किसी व्यक्ति द्वारा स्वयं के लिए या किसी अन्य व्यक्ति के लिए लाभ प्राप्त करने हेतु बेईमान या अनैतिक आचरण किए जाने को भ्रष्टाचार के रूप में परिभाषित किया जाता है। यह एक वैश्विक संवृति है, जो समाज के प्रत्येक स्तर को किसी न किसी रूप से प्रभावित कर रही है। भ्रष्टाचार राजनीतिक विकास, लोकतंत्र, आर्थिक विकास, वातावरण, लोगों के स्वास्थ्य सहित अनेकों क्षेत्रों को दुर्बल बना देता है। अतः यह आवश्यक है कि जनता को सुग्राही बनाया जाए तथा भ्रष्टाचार से बाहर निकलने के प्रयासों के प्रति प्रेरित किया जाए। अतः, सभी को सलाह दी जाती है कि वे भ्रष्टाचार से निपटने के लिए प्रभावी निवारक उपाय करें तथा अपनी कार्यप्रणाली में पारदर्शिता और जवाबदेही बढ़ाएं।

संगठन के कर्मचारियों को संवेदनशील बनाने और मौजूदा प्रणालियों और प्रक्रियाओं में पारदर्शिता में सुधार के तरीकों और साधनों को विकसित करने के लिए सतर्कता विभाग की महत्वपूर्ण भूमिका है। सतर्कता विभाग भ्रष्टाचार नामक इस विसंगति को मिटाने में एक महत्वपूर्ण दायित्व निभाता है तथा निगम के कर्मचारियों को सतर्क रहने के लिए प्रेरित करता है। सतर्कता, भ्रष्टाचार से होने वाले अनचाहे और अनुचित व्यय को रोक सकती है तथा भ्रष्टाचार उन्मूलन में अपना योगदान कर, निगम की नई परियोजनाओं में होने वाली समय और लागत की वृद्धि में कमी ला सकती है। आज के बदलते परिवेश में व्यवसाय में नैतिकता एक महत्वपूर्ण पहलू है और हम सब का उत्तरदायित्व है कि हम अपने स्तर पर सतर्क रह कर भ्रष्टाचार के विरुद्ध संघर्ष करें। संगठन के भ्रष्टाचार उन्मूलन हेतु किये गए प्रयासों को सफल बनाने के लिए समस्त कर्मचारियों की सक्रिय, सहयोगात्मक और सहभागितापूर्ण भागीदारी नितांत आवश्यक है।

सतर्कता विभाग, निगम मुख्यालय सतर्कता जागरूकता सप्ताह 2019 के अवसर पर चेतना पत्रिका के तेरहवें संस्करण को ला रहा है। एनएचपीसी के समस्त कार्मिकों को सतर्कता के अनुपालन में अधिक से अधिक जागरूक करना इसका मुख्य यह उद्देश्य है। अतः मैं आशा करता हूँ कि यह पत्रिका सभी कार्मिकों को अपने कार्यालयों में कार्यालयीन कार्यों एवं कर्तव्य निर्वाह करते समय होने वाली गलतियों से बचने में सहायक व उपयोगी सिद्ध होगी। एनएचपीसी की विभिन्न परियोजनाओं, पावर स्टेशनों एवं ईकाइयों से बहुत सारी कविताएं व लेख प्राप्त हुए हैं जो कि हमारे कार्मिकों कि प्रबुद्ध प्रतिभा को दर्शाता है। मुझे आशा है कि पत्रिका में सम्मिलित लेख आदि सबकी जानकारी बढ़ाने में और भ्रष्टाचार के खिलाफ चेतना जगाने में सफल रहेंगे। निगम मुख्यालय व एनएचपीसी की विभिन्न परियोजनाओं, पावर स्टेशनों एवं ईकाइयों पर सतर्कता जागरूकता सप्ताह 2018 के दौरान आयोजित प्रतियोगिताओं में पुरस्कृत लेख, कविता एवं पेंटिंग – ड्राइंग/पोस्टरों को भी इस पत्रिका में स्थान दिया जा रहा है जिस के कारण हो सकता है कि समय व स्थान की कमी के कारण कुछ लेख चेतना के इस संस्करण में प्रकाशित होना रह गए हो, उन्हें आगे के चेतना पत्रिका के संस्करणों में अवश्य उचित स्थान दिया जाएगा।

मैं मुख्य संरक्षक डॉ. सुनीता सिंह, मुख्य सतर्कता अधिकारी एवं संरक्षक श्री ए.के. चौधरी, उप मुख्य सतर्कता अधिकारी का विशेष रूप से आभारी हूँ जिनके निर्देशन व प्रोत्साहन के बिना इस संस्करण का प्रकाशन सफल होना संभव नहीं था। मैं उन सब कार्मिकों का भी आभारी हूँ जिन्होंने इस संस्करण में प्रकाशन के लिए सतर्कता पर लेख एवं कविता भेजकर सहयोग दिया है। मैं सतर्कता विभाग के समस्त अधिकारियों व कर्मचारियों का भी आभारी हूँ जिन्होंने इस संस्करण के प्रकाशन में प्रत्यक्ष अप्रत्यक्ष रूप से सहयोग दिया है, मैं विशेष रूप से श्री बी.बी. सेठी, उप महाप्रबंधक (मा.सं.), श्री बीर सिंह कुँवर, वरिष्ठ प्रबंधक (सिविल) एवं श्री भारत भूषण, सहायक प्रोग्रामर का आभारी हूँ जिनकी इस संस्करण के प्रकाशन में मुख्य भूमिका रही है। सभी को सतर्कता जागरूकता सप्ताह 2019 की हार्दिक शुभकामनाएं।



(रमाकांत मलिक)

महाप्रबंधक (विद्युत)–पीवी

नागरिकों के लिए सत्यनिष्ठा प्रतिज्ञा

मेरा विश्वास है कि हमारे देश की आर्थिक, राजनीतिक तथा सामाजिक प्रगति में भ्रष्टाचार एक बड़ी बाधा है। मेरा विश्वास है कि भ्रष्टाचार का उन्मूलन करने के लिए सभी संबंधित पक्षों जैसे सरकार, नागरिकों और निजी क्षेत्र को एक साथ मिलकर कार्य करने की आवश्यकता है।

मेरा मानना है कि प्रत्येक नागरिक को सतर्क होना चाहिए तथा उसे सदैव ईमानदारी तथा निष्ठा के उच्चतम मानकों के प्रति वचनबद्ध होना चाहिए तथा भ्रष्टाचार के विरुद्ध संघर्ष में साथ देना चाहिए।

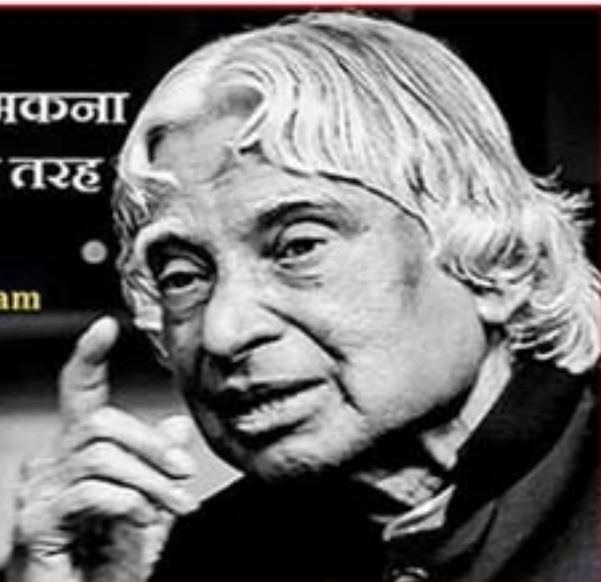
अतः मैं प्रतिज्ञा करता हूँ कि:—

- जीवन के सभी क्षेत्रों में ईमानदारी तथा कानून के नियमों का पालन करूँगा;
- ना तो रिश्वत लूँगा, और ना ही रिश्वत दूँगा;
- सभी कार्य ईमानदारी और पारदर्शी रीति से करूँगा;
- जनहित में कार्य करूँगा;
- अपने निजी आचरण में ईमानदारी दिखाकर उदाहरण प्रस्तुत करूँगा;
- भ्रष्टाचार की किसी भी घटना की रिपोर्ट उचित एजेंसी को दूँगा।



अगर तुम सूरज की तरह चमकना चाहते हो तो पहले सूरज की तरह जलना सीखो।

Abdul Kalam



Integrity Pledge for Citizens

I believe that corruption has been one of the major obstacles to economic, political and social progress of our country. I believe that all stakeholders such as government, citizens and private sector need to work together to eradicate corruption.

I realize that every citizen should be vigilant and commit to highest standards of honesty and integrity at all times and support the fight against corruption.

I, therefore, pledge:

- To follow probity and rule of law in all walks of life;
- To neither take nor offer bribe;
- To perform all tasks in an honest and transparent manner;
- To act in public interest;
- To lead by example exhibiting integrity in personal behaviour;
- To report any incident of corruption to the appropriate agency.



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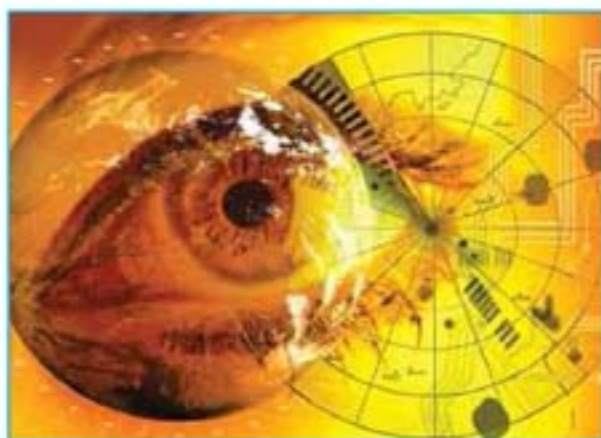
Integrity - A Way Of Life

S.N. Nataraj, General Manager (Civil), Vigilance Division

Integrity is amongst the most desired & talked about traits in an individual; be it in the context of inter-personal relations or in a societal or organizational setting. Every individual / organization would prefer to have personal or business dealings with persons or entity whose integrity is beyond doubt. So much so, in evaluation of performance of any individual, the Integrity of a person figures amongst the most important criteria of evaluation. Every other evaluation parameter found Okay, if the individual's behaviour displays elements of doubtful integrity, he is invariably ranked low in the ultimate analysis. Rightly so, Central Vigilance Commission has chosen, 'Integrity – A way of Life' as the Theme for the Vigilance Awareness Week, 2019.

There must be some strong and justified reasons for placing high expectations of 'Integrity' in a person or social or legal entity, with whom people prefer to deal, in any sphere of activity or business. This demand is common and true across all segments of society. It would be worthwhile to understand & appreciate what it means by Integrity and what it entails so that it encourages one to internalize Integrity in their actions. It is well known that repeated actions are indicative of the Behaviour and consistent behaviour is a reflection of the Character of a person & entity.

Man invariably depends on the use of multitude of natural and other man made



resources to ensure his sustenance, well-being and generation of wealth for himself or his team. The life in this world is characterized by a complex system of interdependent relations, actions and reactions and a continuous process of 'Give and Take' generally based on some mutually agreed considerations and trust. This continuous process of interactions are primarily based on an expectation of a win-win situation for each of the participant.

However, when one of the parties fail/ ignores to meet his/their commitments because of lack of honest discharge of his agreed role, or because of a conscious action to prevent the development of a fair & reasonable outcome to the detriment of the other stakeholder(s) or when the actions of individuals, organization and societal groups exhibits an influence of greed & overbearing self-interest, it leads to conditions, that vitiate the interpersonal relations, affect team performance, reduce organizational productivity. Such actions of the

individuals, organizations or societal segments are said to display a lack of Integrity in his / their behaviour.

Such situations may result into over-exploitation of resources, increasing disparities between people & segments of society leading to social conflicts and are prone to damage the fabric of healthy and prosperous society and peaceful co-existence. There is an overwhelming need to avoid/mitigate possibilities of such situations from developing.

While multiplicity of Laws, Rules & regulations, with their punitive content have been put in place by Governments and other authorities with the aim of controlling and regulating the actions of individuals and entities; for them to yield fruitful results, there is need for attitudinal change towards broader perspective of common good, willingness to contribute for the wellbeing of the society at large, through their conscious efforts.

One of the key traits that needs to be strengthened is that of 'Integrity' in the actions of individuals or organizations. Integrity is defined as a concept of consistency of actions, values, methods, measures, principles and expectations. It also means maintaining One's Thoughts, Words and Actions in alignment i.e., maintaining complete harmony in what one thinks, says and does, keeping one's words and building a reputation of keeping the commitments, taking responsibility and staying focused. 'Integrity' implies maintaining/matching of the personal goals with that of the Whole.

Integrity also means a quality of being honest, maintaining uprightness, following one's moral convictions and doing the right things in all circumstances as reflected in transparent honesty.

Human integrity encompasses the standards of being human, covering aspects of physical, intellectual and ethical.

'Integrity' is the most important principle of leadership, which demands allegiance of the leaders to truthfulness and honesty and set an example through personal actions, as against mere platitudes. This applies to all levels of leadership from the lowest to the highest. For an organization or a society to grow, prosper it is necessary, that all the members accept the relevance and value of 'Integrity' as a trait, for the common good of all and wholeheartedly internalize them in their day-to-day actions and make it a way of life.

Public awareness initiative on the need to inculcate Integrity in all aspects of Public life is being undertaken all across the country under the guidance of Central Vigilance commission through various forms of activities and programs covering all segments of society, which include amongst others encouraging people to take voluntary 'Integrity pledges', cultural programs, Gram sabhas etc. Special thrust is placed on improving awareness amongst the students and youngsters through activities of Integrity clubs run educational institutions.

Persistent awareness programs and effort undertaken in this regard are expected to go a long way, facilitating active participation of the general public to the task of Making Integrity a way of life and through their inclusive role, take our Nation to the heights of glory.

Let each one of us participate & contribute to make this noble endeavour a success.

Jai Hind!



Integrity - A Way Of Life

ईमानदारी एक जीवन शैली

Sanjeev Kumar Yadav, General Manager (Civil), Vigilance Division

Almost every day we talk about "Integrity", but it has now limited to a word only that we use to spend lot of time discussing about. According to dictionary, Integrity is "firm adherence to a code of especially moral or artistic values." If we put it in another way, the root of integrity is about doing the right thing even when it's not



acknowledged by others, or convenient for us.

The single very important quality that will enhance every part of life is the value of integrity. Integrity is the basic quality for a successful and happy life. Having integrity means being totally honest and truthful in every part of your life. By making the commitment to become a totally honest person, will ensure our success and happiness in life than anything else we can ever do. It is not only about being honest; it is also about being able to accept the truth no matter how difficult or how long it takes to come to terms with it.

Integrity is a value, like persistence, courage, and intelligence. It is our choice of values and resolution to live by those values that form our character and personality. It is the integrity which enhances all our other values. The quality of a person is determined by how well he lives up to the values that are most important to all. Integrity is the quality that locks in our values and causes us to live consistent with them.

Integrity plays the role of foundation for character building. A person who has integrity also has an unblemished character in every area of his or her life. Developing character is one of the most important activities in a life of a person. One of the best ways to develop our character is by consistently doing the same things that a thoroughly honest person would do in every area of his or her life.

To be very honest with others, we first have to be totally honest with our self. We have to be true to the very best that is in us. Only a person who is consistently living a life with the highest values and virtues, is a person truly living a life of integrity. If we are always honest and true to our self, we cannot be false to anyone else.

The people who have high integrity, always do the highest quality of work

in everything they do. They are the people who are always very honest with themselves in everything they do, and strive to excellent work on every occasion. People with high integrity realize that everything they do is a statement about who they are as a person.

The Universal Law of Attraction says that we inevitably attract into our life by the people and circumstances that are in harmony with our dominant thoughts and values. This means that everything in our life we have attracted, because of the person we are. If there is anything in our life, our relationships, or our work that we are not happy with, we need to begin changing the person we are, so that we stop attracting those people and situations into our life.

Your Integrity is manifested in our willingness to adhere to the values that are most important to us. It's easy to make promises but often very hard to keep them. But every time we keep a promise that we have made, it is an act of integrity, which in turn strengthens our character. As we act with integrity in everything we do, we will find that every part of our life will improve. We will begin to attract the best people and situations into our life. We will become an outstanding person as well as a success in everything we do. The person with integrity has following:

- **Better Person:** One of the reasons why integrity is important is that it makes us a better person. Integrity captures what we do when no one else sees. Do we make the right



choices? Are we selfish or selfless? We should all be working to create a sense of integrity in ourselves.

- **Good Reputation:** Integrity is also important because it gives us a good reputation. Of course, those who are truly pursuing integrity will see this as a fringe benefit and not actual motivation to become this way. Sometimes we cannot help but have a good reputation when we are a person of integrity. A person of integrity is a very moral person.
- **Dying Virtue:** Integrity tends to be appreciated even more in this day and time because it is uncommon. Many people try to make the right choices but with selfish motivation. True integrity is when a person will want to do the right thing simply for the sake of doing the right thing. The good thing is we can all choose to pursue integrity. It is never too late to learn.
- **True Character:** Integrity shows our true character. It reveals so much about us without ever saying a word. People always appreciate actions that are born of integrity.

Deep down we all want to have good values. We also appreciate them in other people.

- **Attract Appreciation:** Integrity is always appreciated. If we are a person of integrity, it is not a trait that people will forget. We will be always remembered for it. People will think of us with fondness. This is something we all desire.
- **Help in Life:** Being a person of integrity has many benefits. It will help us along in our life. One example is that we will be known for this virtue. It may help us in our career or even our marriage. A person of integrity will reap benefits of it.
- **Right way to Live:** Being a person of integrity is just the right way to live. It is a choice we want to make for us our self. We feel so much better about ourselves when we choose to live with integrity. We know that we treat others right and that we do the right thing.

Characteristics of People with integrity

People with integrity share characteristics, which should be treated as guideposts in our journey through life:

- **Value integrity:** Recognize who we are and the values that we aspire to. Provide others with the confidence of knowing that our intentions and actions are always genuine. Be prepared to compromise our



viewpoint, but never our principles.

- **Be True to ourself:** In staying true to our beliefs, be sure to do right by others and to always take the high ground. Trust our instincts rather than seeking validation from others. We have to live with our self for the rest of your life.
- **Keep Good company:** Surround ourself with honourable people. Support each other. Allow them to serve as role models and sounding boards that inspire us to become a better person. And look for ways to help others grow in honour and integrity.
- **Be confident:** Don't let our behavior be influenced by others who do not share our values; hold ourself to a much higher standard — our conscience. Our character is on display every moment of every day. Make sure it reflects well and cause people to feel proud to call you a friend.

- **Do what's right:** Make good choices. Follow the spirit as well as the letter of the law. At the center of the United States Military Academy is the Cadet Honor Code, which states "A Cadet will not lie, cheat, steal, or tolerate those who do." Care not only about where life is taking you, but about how you're getting there as well.
- **Be honest and transparent:** When we stand for honesty, everything we say carries the voice of credibility. But when we are dishonest, our soiled reputation will do the speaking for us. Honest people never fear the truth.
- **Honour your word:** Every time we make a promise, we put your honour as well as integrity on the line. Keeping that promise should be as important to us as it is to the recipient.
- **Be loyal:** Meaningful relationships don't happen by chance. When we live with honor, people know our behaviour is reliable, our heart is in the right place, and our word is as good as gold.
- **Accept personal responsibility:** Be prepared to accept the consequences of our actions. Knowing what's right isn't as important as doing what's right. Be aware that yours will not always be the most popular road travelled.
- **Be resilient:** Hard work and sacrifice build character, contribute to success, and promote happiness. Hard work spotlights the character

of people: some turn up their sleeves, some turn up their noses, and some don't turn up at all.

- **Make a difference:** Be a positive force in people's lives. Make people feel special; bring out the best in them; help them without expecting something in return; be genuinely happy for their achievements. The more we do for others, the happier we will be.
- **Live for a cause greater than our self:** Find the purpose of life. It will inspire, keep us grounded, and provide stability regardless of the turbulence in our life. Most of all, living life with purpose will motivate us to get up in the morning and make our life meaningful.

The good news about integrity is that we are neither born with it nor without it. This means that it's a behaviour based virtue which we can cultivate over time. We can set a goal to show more integrity in everyday life. We can reach that goal by practicing the behaviors above, as well as countless others which too often go unnoticed.

Integrity is always related to employee trustworthiness. People strong in integrity ground their behaviour in personal values, abide by their convictions and treat others with respect. They show consistency in their lives across situations and encounters, and are very likely to live their lives eschewing pretense and hypocrisy. They are often committed to other individuals, institutions, principles and ideals. Integrity is also about one's

willingness to accept responsibility for one's decisions.

Holding steadfast to one's values and living a life of authenticity are significant challenges in the current Corporate world. Imagine, if a person is over-burdened with financial issues and had no social support, it would be very difficult for him to make choice between Integrity or letting go his job.

Integrity comes in life everyday with simple forms. Say at work, challenging someone's egoistic state of mind that is destroying the team morale, defending our peer who is right, giving the due credit to our direct reports, taking permission before we implement someone else's ideas and getting all the credit for it, and confronting anyone who tells a racist joke to let people know that we are not so complacent when minority groups are ridiculed.

Integrity exists at the personal, professional and institutional level. Parents can actively encourage honesty in their children, and mentors, teachers, role models and peers can serve this same function. Strong role models from the community or political arena can influence people's behaviour and moral judgments.

Conclusion

Humans are creatures of habit. Hence, one can break the bad habit and replace it with something positive. In the organization, it is always beneficial to have leaders who embody integrity as it is easier if it cascades from the top. But lack of it should not be an excuse for us not to practice such defining values of character. Organizations can create systems that require people to demonstrate integrity, and promote and inculcate desired behaviours that are continuously monitored and rewarded. A passive approach to the corporate competencies and merely paying lip service to organizational values may not take us anywhere.

Some may think that integrity cannot be learnt and that it is something you either have or don't have. But change is the only guarantee and something being completely hard-wired is contrary to this point of view. We all evolve everyday, we change. So, with conscious effort and commitment, integrity and honesty in its simple form can be achieved in our day to day life.



Integrity is the glue that holds
our way of life together.

Billy Graham

The Essence of Environmental Vigilance in Hydroelectric Projects

Ashis Kumar Dash, DGM (Environment) & Manoj Kumar Singh, SM (Environment)

1. Introduction

The word 'Vigilance' has been defined in the Oxford Dictionary as "the action or state of keeping careful watch for possible danger or difficulties and 'security duties that demand long hours of vigilance'. Therefore, it is imperative that the term 'vigilance' and its importance be analysed in today's diverse and complex business environment primarily for the purpose of lending due specificity and sufficient credence to it. Present vigilance mechanism calls for undertaking effective preventive measures to minimize the scope of corruption. In fact, the term vigilance per se should not be limited to and viewed in light of the above and needs to be widened to encompass different aspects for bringing further trustworthiness in many other areas of business practices. Over a period of time, transparency and ethical business practices have become fundamental tenets of any organization thanks to ever-growing awareness on this important aspect. In such an evolving scenario, it is high time the organizations followed ethical standards and found responsible ways of doing business by strictly adhering to the established norms of the land. In this context, the role of preventive and regulatory vigilance in the field of environment conservation

becomes much more crucial as it provides important mechanism for improving efficiency and effectiveness of the human resource and the organization.

In the last few years, it has been seen that business corporations across globe are orienting themselves towards more 'vigilant and transparent methods' for maintaining internal probity in various aspects of their functioning which includes 'actions – scheduling' for environmental conservation. Of late, this country has witnessed an overpowering zeal for environmental activism which has resulted in more stringent scrutiny of implementation of Green Norms by regulatory agencies and Courts alike; pronounced effects of which can be seen across many industries especially in the case of river valley projects. There have been many land mark judgments passed by honorable District Courts, High Courts, NGT and Supreme Courts highlighting the urgent need for complying the Environment, Forests and other such Acts in true letter and spirit. This invariably has given essentiality to the cause of effective implementation of various environmental safeguard measures in hydro power projects.

Thus, it has become more so vital for understanding the essence of environmental vigilance.

As regard to business practice of NHPC limited, environmental vigilance has special significance as it is associated with the sustainable business practices related to construction of hydropower projects in ecologically fragile Himalayan terrain. With this perspective, an attempt has been made to highlight various environment and forests related acts; compliance of which is essential for sustainable harnessing of hydropower. Also, measures of monitoring and evaluation of environmental activities have been highlighted, which is the essence of environmental vigilance process to ascertain the effective compliance of environmental norms.

2. Regulatory setup

It is known that any developmental projects, more or less cause some impacts on environment. The intensity of impact depends upon the type of project and their location. In order to identify and manage the environmental impacts, various legislations have been stipulated by Government of India. Under the purview of which, various development projects are being executed by agencies through the active involvement of regulatory authorities. Following are some regulatory authorities mandated for enforcing regulations in the country.

A. Ministry of Environment, Forests and Climate Change (MoEF & CC)

It is the apex administrative body for

- (i) regulating and ensuring environmental protection
- (ii) formulating the environmental policy framework in the country;

- (iii) undertaking conservation & survey of flora, fauna, forests and wildlife and

- (iv) Planning, promotion, co-ordination and overseeing the implementation of environmental and forestry programmes.

B. Central Pollution Control Board (CPCB) & State Pollution Control Boards (SPCBs)

These are statutory authorities mandated for prevention and control of industrial pollution.

C. State Departments of Environment and Forests

These departments are the designated agencies to perform these functions for preservation and control of environment and forests at the State Level.

D. National Green Tribunal

It has been established for effective and expeditious disposal of cases relating to environmental protection and conservation of forests and other natural resources including enforcement of any legal right relating to environment and giving relief and compensation for damages to persons and property and for matters connected therewith or incidental thereto. It is a specialized body equipped with the necessary expertise to handle environmental disputes involving multi-disciplinary issues.

2.1 Regulatory Acts

The development of hydropower projects

is governed by different Acts in reference to forest and environment aspects are as follows:

- i. **The Water (Prevention & Control of Pollution) Act, 1974:** Popularly known as the Water Act, has been enacted with the aim of prevention and control of Water Pollution in India. The Pollution Control Board at the Centre and in the State has been established in terms of this Act.
- ii. **The Air (Prevention and Control of Pollution) Act, 1981:** Commonly known as the Air Act, provides for the prevention, control and abatement of air pollution. It also, assigns powers to such Boards, with a view to carrying out the aforesaid purposes, for matters connected therewith.
- iii. **The Environment (Protection) Act, 1986:** This is the umbrella legislation which authorizes the Central Government to protect and improve the environmental quality, control and reduce pollution from all sources, and prohibit or restrict the setting and /or operation of any industrial facility on environmental grounds. Environment clearance is accorded under EIA notification 2006, issued under this Act.
- iv. **The Wildlife (Protection) Act, 1972:** It has provision for the protection of wild animals, birds and plants and for matters connected therewith in order to ensure the ecological and environmental security of the country. National Park and Sanctuary are protected area and execution of

any development activities in these areas are governed by this Act. As per prevailing norms, if development project is located inside or within ten kilometer boundary of National Park/ Sanctuary, then recommendation of National Board of Wild Life (NBWL) is required before approval of Environment clearance.

- v. **The Forest (Conservation) Act, 1980:** Act is related to conservation of forests and for matters connected therewith. It has provision for diversion of forestland for non-forestry purposes. FCA, 1980 has special relevance with hydroelectric projects by virtue of their location in remote hilly terrain, due to which forestland is required for setting up of projects. Project authority has to obtain Forest clearance from MOEF&CC for use of certain area of Forestland for construction of project in accordance to the provisions under this act.
- vi. **The Scheduled Tribes and other traditional forest dwellers (recognition of Forest Rights) Act, 2000:** Popularly known as the Forest Right Act (FRA), 2006. The main purpose of the act is to recognize and vest the rights of tribal people residing in the forestland for generations but whose rights could not be recorded. If forestland is required for construction of hydropower Project then as per provision under FRA, 2006 consent of Gram Sabha is required for diversion of forestland for hydropower projects. The compliance of this Act is ensured by

concerned Deputy Commissioner/Collector of the districts. Accord of final forest clearance is dependent on the compliance under this Act.

It is incumbent upon the professionals working in the field on hydropower development to be acquainted with various environmental legislations/regulatory acts/agencies involved in the execution of project.

3. Strategies for Environment Vigilance

The functioning of organization in the field of environmental conservation associated with developmental intervention has special attention, as good environment is a constitutional right of the Indian Citizens. Also, environmental protection has been given the constitutional status wherein Directive Principles of State Policy states that, it is the duty of the state to 'protect and improve the environment and to safeguard the forests and wildlife of the country'. It imposes fundamental duty on every citizen 'to protect and improve the natural environment including forests, lakes, rivers and wildlife'. It is a primary task of the Government to protect all

natural ecosystems from degradation by having comprehensive strategies of protection, appropriate for different areas, geographical regions, ecological and social systems. Strategies to meet these threats to natural environment can be preventive or regulatory. Thus, a combination of any one or both depending upon the nature of threats can be employed for creating a better environment and enhancing preservation practices across different sectors.

3.1 Preventive measures

The strategy of prevention consists of the following activities. These measures work best during initial stages of projects.

i. Awareness

The raising of public awareness is effective in some cases in refraining people from harmful activities, once they are convinced of the dangers. With, proper understanding of the relevant provisions of acts and guidelines while conceiving a project will help preventing violation of the Acts. For example; understanding fundamental aspects like legal status of the forest land, that the diverted forest land can be used only for



Awareness programs by pledge and lecture on various topics on Environment by eminent personalities for project personnel

the specific purpose for which it allowed, dumping of muck only on the designated area etc can go a long way in avoiding legal complications.

Awareness programs by pledge and lecture on various topics on Environment by eminent personalities for project personnel

ii. Strict enforcement of laws

Strict laws, rigorously implemented, can prevent environmental destruction through stringent punitive measures, including fiscal, making an undesirable action very expensive for the offender. This is essential for avoiding and legal and punitive measures that may be imposed by the regulatory agencies on account of non-compliance.

At initial stages of hydroelectric projects, timely disposal of proposals under the purview of environmental and Forest Acts/ guidelines etc and subsequent accord of statutory clearances may prevent the delay in according clearance by regulatory authority (ies). This will reduce time and cost overrun of project.

iii. Statutory assessment of environmental impact of projects

Statutory environmental impact assessment of all projects and activities before their implementation prevents degradation through obligation on the executing agencies to undertake compensatory measures. Destruction can also be prevented by regenerating nature and increasing

the productivity of the ecosystems. In case of projects of NHPC, Environment Impact Assessment is carried out based on which a comprehensive Environment Management plan is prepared which then needs to be implemented at the project after due approval from Ministry of Environment and Forests & CC (MoEF&CC) GOI. Thus, every project is assessed on the basis of EIA and EMP reports by the MoEF&CC based on which Environment Clearance is accorded containing many other stipulations to be complied by the project. Thus, compliance of these measures stipulated in the EMP and others contained in the Environment and forest Clearance letters should be a part of the preventive vigilance measures. It is important to note that the Clearances accorded are conditional; meaning they can be revoked at any stage in case of non-compliance.

3.2 Regulatory strategy

The strategy of regulation is best applicable where activities have started or projects have come up. While undertaking construction activities the projects are expected to comply with the measures prescribed in the EMP, conditions contained in Forest and Environment Clearance approvals.

i. Monitoring

Regular monitoring and evaluation of ongoing activities acts as a tool in regulatory vigilance, which actually oversee that implementation of



Monitoring Committee Meeting to take stock of implementation measures at Project At Parbati-II HE Project

activities and processes as per the prevailing Acts, guidelines, policy etc. This measure is quite effective in arresting any sorts of non-compliance at an early stage and therefore, monitoring is required to be adopted at the beginning stage of development activities. Subsequently, during execution phase of environment conservation works of hydroelectric projects viz., Catchment Area Treatment (CAT), Compensatory Afforestation, Biodiversity Conservation, Fisheries Management Plan etc. good quality of work done is ascertained by adopting systematic monitoring and evaluation mechanism. As per prevailing norms, monitoring and evaluation mechanisms have been introduced in Environment Clearance letter of Hydroelectric projects which stipulates adequate measures of monitoring of environmental works in the form of submission of half yearly monitoring reports to the MOEF&CC.

At Parbati-II HE Project

Compliance of environment clearance requires constitution of a committee consisting of representatives from

MoEF&CC, State Forest Department, State Pollution Control Board, NGO etc for regular monitoring of various safeguard measures prescribed for the project. Regular meetings of the committee helps in smooth implementation of safeguard measures, thus it has proven to be a very powerful regulatory strategy for monitoring and evaluation of works being done.

ii. Importance of Regulatory Authorities

The State Pollution Control Boards, a regulatory body have been empowered under the Air Act, 1981 and Water Act, 1974 to give 'Consent to Establish' and 'Consent to operate' to the projects under its jurisdiction. Thus, it is essential that such approvals are obtained by the project in the due course of time and necessary reports are submitted on time.

Similarly, the State Forest Departments and MoEF & CC have been mandated to protect and preserve the forest areas and enforce concerned regulations. Therefore, their role is very crucial from the

point of implementation of conditions stipulated in the approval of diversion of forestland. In this context it is essential to note that these regulatory agencies have powers to impose penalties both punitive as well as legal in case of non-compliance and violation of Acts and guidelines of the Government prescribed and amended from time to time. Thus apprising these authorities about the progress of the project activities while abiding with the provisions of the Forest and Environment acts will help in an unhindered construction process.

Monitoring and evaluation of works by statutory auditors in the form of thematic audit and other type of audit of environmental works also acts as precursor in effective implementation of environment conservation measures. In this context, CAG has recently conducted thematic audit for various Hydro CPSUs in the country with special reference to Environment and Forest compliances at their projects. Therefore, it is essential to understand the roles and responsibilities of these regulatory authorities for carrying out implementation of environmental stipulations.

4. Way forward

While the debate for development vs environment protection is continuing unabated, the pace of hydro development has stood firm owing mostly due to its inherent properties for contributing towards

sustainable development. There have been attempts to sabotage this benign developmental process by overarching pseudo – environmental activism in the past by creating perceptual fallacies about hydro – development; though violations of forest and environment acts many a times by some agencies fuelled such perceptions. It has been observed that non-compliance cases against many agencies have been filed by regulatory agencies often slapping them with huge penalties besides initiating legal actions resulting in protracted battles at different levels ranging from lower courts to higher ups. In the current scenario, more worrisome is the fact that, in addition to holding organizations/agencies responsible for such Green Violations, Courts have also held individuals culpable for such activities. Thus, apart from penalties and associated legal hassles continuance of non-committal attitude can lead to stoppage of works thus leading to time and cost overrun for projects; a problem hydro sector is already facing on account of many other factors.

While analyzing the inherent concept of this article, important to add about the 1972 Stockholm Conference, which paved the way for advent of many crucial environment laws in the country; declaration of which strongly affirms that *'Man has the fundamental right to live in an environment of quality that permits a life of dignity and well-being and he bears a solemn responsibility to protect and improve*

the environment for present and future generations....." .Therefore, keeping in view of our constitutional provisions, internationally recognized affirmations and judgments passed by Honorable Courts, it is of vital importance that prescribed provisions of various Environment and Forest Acts/guidelines are strictly followed. The Honorable Supreme Court while delivering its judgment in the matter of Vellore Citizens' Welfare Forum Vs Union of India & Ors in 1996 inter alia, held that the 'Precautionary Principle' has now emerged as potent mechanism and govern the law in our country, as is clear from Articles 47, 48-A and 51-A(g) of our Constitution. Thus, this land mark Judgment, in our opinion has already laid emphasis on the essence of Environment Vigilance in the country.

Notwithstanding the fact about necessity for organizations to conduct business practices responsibly having adequate concern for environment protection, strategizing environment vigilance while monitoring and evaluating the processes of environmental conservation works at projects will be beneficial for the entire hydro sector. This will not only prove to be a constructive tool to achieve qualitative work output but will also save organizations from many future legal hassles. Moreover, understanding the essence of environment vigilance will provide succour and strength in evolving

better practices in the field of conservation ecology and hence will add qualitative values for sustained living of mankind.

Ignorance can no longer be considered as a state of being bliss.

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Note

1. The write up is based on the experiences gathered by the authors while working at various projects of NHPC
2. Detailed provisions of various acts mentioned here can be seen at parivesh.nic.in, fra.org.in and greentribunal.gov.in.



बढ़ता भ्रष्टाचार – सांस्कृतिक मूल्यों का संकट

शशांक सिंह, उप प्रबंधक (सिविल), सतर्कता विभाग

भ्रष्टाचार अर्थात भ्रष्ट + आचार। भ्रष्ट यानी बुरा या बिगड़ा हुआ तथा आचार का मतलब है आचरण। अर्थात भ्रष्टाचार का शाब्दिक अर्थ है वह आचरण जो किसी भी प्रकार से अनैतिक और अनुचित हो।

जब कोई व्यक्ति न्याय व्यवस्था के मान्य नियमों के विरुद्ध जाकर अपने स्वार्थ की पूर्ति के लिए गलत आचरण करने लगता है तो वह व्यक्ति भ्रष्टाचारी कहलाता है। आज भारत जैसे सोने की चिड़िया कहलाने वाले देश में भ्रष्टाचार अपनी जड़े फैला रहा है। आज भारत में ऐसे कई व्यक्ति मौजूद हैं जो भ्रष्टाचारी हैं। भ्रष्टाचार के कई रंग-रूप हैं जैसे रिश्वत, काला-बाजारी, जान-बूझकर दाम बढ़ाना, पैसा लेकर काम करना, सस्ता सामान लाकर महंगा बेचना आदि। भ्रष्टाचार के कई कारण हैं। जैसे, असंतोष इसमें से एक प्रमुख कारण हैं। जब किसी को अभाव के कारण कष्ट होता है तो वह भ्रष्ट आचरण करने के लिए विवश हो जाता है।

भ्रष्टाचार का एक अन्य कारण स्वार्थ और असमानता हैं। असमानता, आर्थिक, सामाजिक या सम्मान, पद-प्रतिष्ठा के कारण भी व्यक्ति अपने आपको भ्रष्ट बना लेता है। हीनता और ईर्ष्या की भावना से शिकार हुआ व्यक्ति भ्रष्टाचार को अपनाने के लिए विवश हो जाता है। साथ ही रिश्वतखोरी, भाई-भतीजावाद आदि भी भ्रष्टाचार को जन्म देते हैं।

भ्रष्टाचार एक बीमारी की तरह है। आज भारत देश में भ्रष्टाचार तेजी से बढ़ रहा है। इसकी जड़े तेजी से फैल रही हैं। यदि समय रहते इसे नहीं रोका गया तो यह पूरे देश को अपनी चपेट में ले लेगा। भ्रष्टाचार का प्रभाव अत्यंत व्यापक है।

जीवन का कोई भी क्षेत्र इसके प्रभाव से मुक्त नहीं है। यदि हम इस वर्ष की ही बात करें तो ऐसे कई उदाहरण मौजूद हैं जो कि भ्रष्टाचार के बढ़ते प्रभाव को दर्शाते हैं। जैसे आईपीएल में खिलाड़ियों की स्पोर्ट फिक्सिंग। नौकरियों में अच्छी पोस्ट पाने की लालसा



में कई लोग रिश्वत देने से भी नहीं चूकते हैं। आज भारत का हर तबका इस बीमारी से ग्रस्त है। यह एक संक्रामक रोग की तरह है। समाज में विभिन्न स्तरों पर फैले भ्रष्टाचार को रोकने के लिए कठोर दंड-व्यवस्था की जानी चाहिए। आज भ्रष्टाचार की स्थिति यह है कि व्यक्ति रिश्वत के मामले में पकड़ा जाता है और रिश्वत देकर ही छूट जाता है।

जब तक इस अपराध के लिए कोई कड़ा दंड नहीं दिया जाएगा तब तक यह बीमारी दीमक की तरह पूरे देश को खा जाएगी। लोगों को स्वयं में ईमानदारी विकसित करना होगी। आने वाली पीढ़ी तक सुआचरण के फायदे पहुंचाने होंगे। अगर हम भ्रष्टाचार के कारण होने वाले नुकसान के बारे में सतर्क हैं, तो हम इसे रोक सकते हैं। हम दोषी लोगों को दंडित करने के लिए कार्रवाई भी कर सकते हैं ताकि एक निवारक प्रभाव हो। अगर हमारे सिस्टम में कमजोरियां हैं, तो हम बेहतर व्यवस्था तैयार करने के लिए सुधारात्मक कार्रवाई कर सकते हैं जो भ्रष्टाचार की गुंजाइश नहीं देते हैं। भ्रष्टाचार हमारे नैतिक जीवन मूल्यों पर सबसे बड़ा प्रहार है। भ्रष्टाचार से जुड़े लोग अपने स्वार्थ में अंधे होकर राष्ट्र का नाम बदनाम कर रहे हैं।



Corruption

Bharat Bhushan, Assistant Programmer, Vigilance Division

Corruption is a poison, which has been spread in the mind of wrong people of the society, community and country. It is the mistreatment of public resources just for getting some unfair advantage to fulfil little wish. It is, concerned with the unnecessary and wrong use of both power and position by anyone whether in the government or non-government organization.

We all are well familiar of the corruption and as it is not a new phenomenon in our country. It has taken its roots so deeply in the people's mind. It is a very common poison in the society since ancient time. It is a type of greediness, which corrupt human mind and destroy one's humanity and naturalness.

We have forgotten the real responsibility of being a human just because of the money. We need to understand that money is not everything and it is not a stable thing. We cannot keep it forever to us. We should give importance to the value based life and not money based life.

Even after 73 years of Independence, not much has changed on that front for the people of India. Though, the ranking of India in Global Corruption Index 2018 has been improved by three places; at a global rank of 78 in the list of 180 countries in the world, it's still far from becoming a corruption free nation.

The corruption in any sector could be effectively controlled by working



on improving transparency and accountability in that particular sector. Transparency will ensure that each and every functioning, decision and its outcome is known to the public and all, so that the fairness of the deal could be ascertained. On the other hand, accountability places responsibility of an undesirable outcome/loss on an individual.

If each one of us must take a pledge to leave corrupt practices. This way our life will become better and our country will become a much better place.

Let's take a pledge to not support any corrupt practices, stand united against corruption, be true to yourself, do what's right, honour your words, accept personal responsibility, to make our country.

सारे जहाँ से अच्छा हिंदुस्तान हमारा।



Good Governance Combat Corruption

Ranjeet Thakur, Sr. Manager (E), Design (E&M)

Introduction

Governance is good governance has become recently a very talked out term in all national & international forum and the rating of the socio-economic conditions of a nation has been based on the scale of good governance. Bad governance has been regarded as the root cause of all the evils prevalent in any nation. The domestic & international agencies are basing their aids or loan to those countries only which ensure the proper & optimal utilisation of aids or funds through good governance.

Good Governance: Elements

Good governance is transparent and accountable management of human, natural, economic & financial resources in equitable and inclusive manner. It is basically a process of decision making and implementing in true spirit. Governance may be categorised in various forms such as corporate governance, national governance, local governance etc.

The policy maker & executing agencies are the main of lead actor of good governance. Others are civil society, corporate, peasants & farmers, NGOs, political & religious leaders, cooperatives, lobbyists, other representation or associations.

There are several elements of good governance:

Accountability of the institutions.

Participation by the affected person in decision-making process.

Transparency in all the activities.

Consensus orientation on all the issues including controversial ones.

Performance delivery.

Rule of the law of land.

Equitable & inclusive approach

Responsiveness

Sustainable approach

Above elements ensure that the benefit of good governance is reaching upto the most needy people. The voice of vulnerable are heard human rights are being protected, everybody is feeling included in development.

Corruption

Corruption is traditionally "above of public office for personal gains. It is a form of dishonesty or criminal activity undertaken by an individual or organisation entrusted with power or authority. Corrupt practices not only damages the economic activity but also threatens the demographic and law enforcing agencies capabilities to deliver the promises. It deprives the underprivileged section of society of their legitimate rights. The corruption is caused due to weak laws, weak law enforcing agencies, lack of ethics & moral qualities, lack of political will, interference in working of judiciary, the tendency of hoarding, lack of transparency and accountability.

Good Governance & Corruption

Good governance creates an environment

in where the monster of corruption find it difficult to survive. Following are indicators of good governance:

- a) Awareness by people through spread of education campaign, knowledge sharing programmes.
- b) Access to information on all the policies and programmes launched by the govt. Through more and more digitalisation in form of e-portals.
- c) Total transparency in policy making and implementing.
- d) Monitoring of all the programmes to ensure that these serve the purpose.
- e) Utilisation of funds in investment rather than unproductive expenditure.
- f) Abolition of License Raj and Inspector Raj through regulation reforms.
- g) Inter agencies coordination and cooperation for proper implementation.
- h) Encouragement and incentive to ethical and progressive work.
- i) Formulation of codes of ethics and declaration of assets by govt. Officials & political leaders.
- j) Protection of human rights & basic needs of the people.
- k) Punitive action against erring officials.
- l) Strengthening of local bodies for decentralisation of authorities, funds & discreation.
- m) Fair & independent judiciary system.
- n) Strengthening of public procurement process.
- o) Abolition of old, irrelevant, unnecessary & complicated laws of all economic, financial & legal area.
- p) Ease of doing business for growth of FDI & domestic investment.



Above measures taken under good governance have delivered a lot & in our country efforts are being made to achieve good governance and curb corruption as far as possible.

I would like to mention one of the most effective step of computerization of Railway ticket Reservation which is a visible common. Primitive and remarkable evidence of good governance through using electronics & computers, which has been proved as boon to modern civilization. So, more & more digitalization is a govt's agenda to ensure spread good governance.

Conclusion

Although govt is lead action in good governac, common people is also not less important in combating corruption & promoting good governance. The citizen has to rise over their petty selfishness, sense of security for their future generation. They have to respect the human and contribute to the society to make it a place where npbody feels excuded and deprived. Every one carry a sense of belongingness to the society and patritism to country and feel pride being citizen of India.

(First Prize Winner Essay during Vigilance Awareness Week 2018 - Essay Competition at Corporate Office)



Good Governance Combats Corruption

Anindita Chaudhari, Assistant Manager (C), CO-Design & Engg.

Introduction

Scene 1	Scene 2
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A poor farmer from our village has succumbed to death due to huge burden of loan & extreme poverty to meet the needs.

A multi-storey building for our big city has been subsided posing deaths of many reason was improper foundation treatment.

These two contrasting may look dramatic but these drama has been extracted from real life. Yes, these are indeed the results of ongoing corruption that has lead to malfunction of all the systems. malfunction.

from the grass root level what is needed is a good governance. A good governance may be the key strategy to combat corruption.

The corruption has became a global problem and almost every countries now-a-days with varying degree. It obstructs the government to implement laws and regulation properly for which it was meant for.

What is good Governance?

Good Governance is an approach of government where it creates a system that is founded on peace and justice that protects civil liberty and human rights.

The existence of corruption was there in the society might from the perception & it is practically pre possible to eradicate it to all. But the extent and magnitude may be definitely be controlled before it goes beyond control.

Components of Good Governance

According to United Nation, there are 8 components of good governance:

Corruption may actually be treated as a scenario where the civil liberty and human rights are violated. Thus, it is actually a fundamental dis function of the government. Hence, to eradicate it

Participation:	People all classes should be participate civil liberty and human rights.
Rule of Law:	Good governance must be protecting civil liberty and human rights.

Transparency:	How the government works and its means and manners should be elaborated to the layman in understandable and legible format.
Consensus Oriented:	Decisions must be taken understanding the need of the Community.
Responsiveness:	Government should be responsive to stake holders in a stipulated time frame.
Equity and Inclusiveness:	All the people of the country should feel inclusive in the system of government.
Effectiveness of Resources:	All the resources should be managed effectively and in economic manner for the good of people.
Accountability:	Government and civil should be accountable to each other for every action.

Components of a Poor Governance:

As per the World Bank Summit 1992, there are some components that make an existing government as poor one.

- No separation between what is private and what is public.
- Arbitrariness in laws & regulations.
- Misuse of Resources.
- Non transparent works of government.



Significance of a Good Governance

A good governance is needed in a country for some of those reason

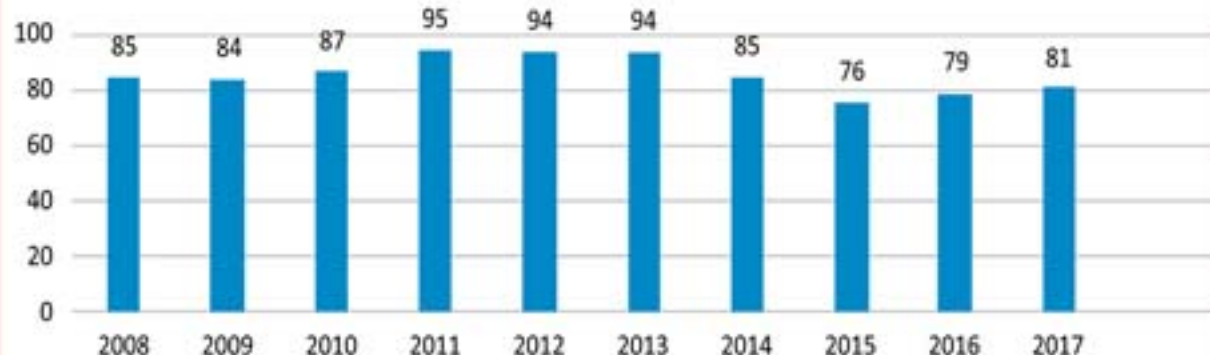
- It enables government to make policies and implement it in a new manner.
- It forms political will.
- It will help in optimum use of resources.

A good governance protects the basic rights of human.

Thus, it is such a tool that can enforce a system with positive virtues and practice the dis functionality vices from the system.

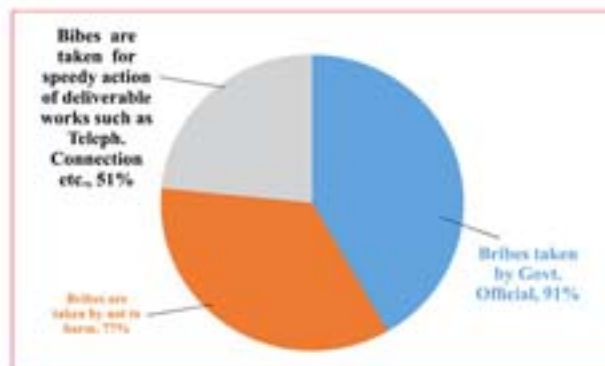


CPI Index



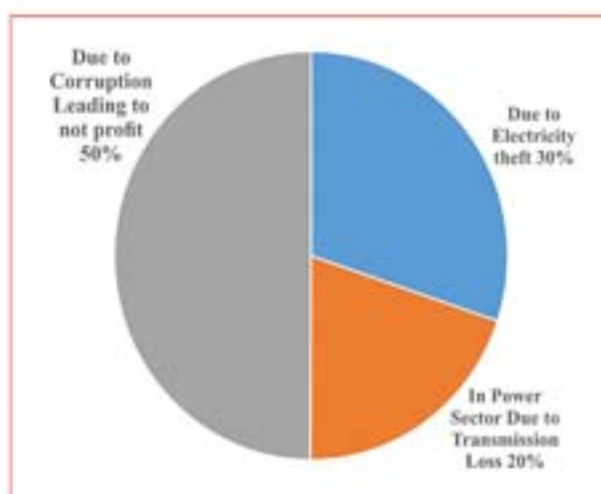
What is Corruption?

Corruption is a widely used and widely defined term. Still as per Transparency International, it may be defined as "Misuse of entrusted power for personal benefit." It includes both public and private sector.



Indian Scenario of Corruption

India is the 81st least corrupted countries out of 175 countries in world as per Transparency International. India's CPI (Corruption Percentage Index) as per 2017 is 81. If we study the CPI Index from 1976 to 2017, we find its average CPI rank as 75.57 with a highest of 95 on 2011 and lowest of 76 on 1995.



India's Scenario of Bribery:

Badly, India's bribery scenario is very shocking

Quantitative look on the Corruption

- 2 lakhs crores lost due to tax invasion
- 4000 crores lost due to delay in project.
- One research shows that corruption has been as low as the Scandevian countries. India would have grown 12% and annual GDP would be 1.5%.

Strategies to Eradicate Corruption

<u>Paying Civil Servants Well</u>	It is expected that with or better package, the Govt. Officials would lessen their grade for money.
<u>Transparency in Govt. Procedures</u>	All the govt. Procedures should be kept transparent to layman, with whose money collected as Tax, the Govt. Is running.
Cutting the Red Tape	There are particular govt. Procedure that are so stringent that does not need to be there, which unnecessary brings corruption.
Formation of a Business Community	Having there a BCI, all the sections should
Index (BCI)	Be ranked with stars ranging from zero to five abolishing corruption.
Smart Technology	Having payments for many govt. Works will always lesser the chances of corruption.
Information Access	All the information is needed for layman should be provided to them and they should be knowing how their money and country's resources are used.
Empowerment of Citizens	Citizens should be empowered that they themselves would raise a voice against where corruption is run.

Closing International Loopholes	With access to International means for corrupted money to be channelized, corruption would never come to our end.
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Conclusion

There is a common saying goes like **"Charity begins at home"**. Then Charles Dickens added to this, **"Charity begins at home and justice begins next door"**.

With today's scenario, it is very likely that without the consciousness of an individual corruption cannot be uprooted. When a child cries for something and their parents gives him chocolate just to satisfy him (in turn bribing him), that instant only the virus of corruption enters his body that child would grow as I need it – wherever. However, whatever whichever approach.

We ourselves might not remember when the last time we stood in a line in the railway station.

So it's the we, not He, she, There and Not only a good governance, that can actually eradicate the malice of corruption.

"Good Governance is what we required without an intention to do what we desire".

(Second Prize Winner Essay during Vigilance Awareness Week 2018 - Essay Competition at Corporate Office)



Good Governance Combat Corruption

M.C. Sekhar, Manager (C), CO-Planning

1. Introduction

Corruption is an age old word. It has been existing in different forms at paint of timer in different ways. Axis state emphasised that the entire public money & resource must be made available for public welfare and before the public. Kautlya Ardh Shastra on the other hand highlighted that corruption means utilizing public resources till private purposes.

Concerns have been exposed for combating the corruption. Vigilance Awareness Week comes out each year with new theme to develop awareness and combat the corruption. This year theme Good Governance Combat Corruption is yet an another perspective for combating the corruption. In the following paragraphs, what is governance, what is good governance, what is corruption, how the good governance combats the corruption in the society etc. has been explained.

2. Governance

Governance has a different meanings in different contexts. From the current perspective, governance means decision making and implementing the decision in an institutional manner. The decisions here refer to the decision relating to different issues of public interest & the

institution refers to a system through which decisions are implemented.

3. Good governance refer to doing the governance in a fair & effective manner for addressing the public issues. It has been defined differently by different people in different contexts. Broadly seeing these definition few aspects such as

- Rule of Law,
- Participating Approach,
- Consensual Orientation,
- Responsiveness,
- Transparency,
- Equitable and Inclusive Distribution,
- Accountability,

People Sensitivity etc. are clearly visible to be part of goo governance. The other definition highlights effective and efficient utilization of public resources and maintaining the fuse dignity of human beings.

4. Corruption

Corruption broadly means utilizing public resources for private purposes by one means or other. It has a different points and shapes. It has a serious impact on the economic of the country.

The corruption could be bribery, extortion, nepotism, evading tax, lobbying the policy decisions, insider trading, misutilization of power etc. The different forms of corruption could effect different aspects of governance.

5. Good Governance vs. Corruption

a. Rule of Law

The rule of law means law is in place known to all and breakers of law are punished without considering whether rich or poor. Further, it also include the law is amended from time to time taking into the contemporary requirements into consideration. It avoids the corruptions such as extortion, bribery etc. type of corruption. Rule of Law further base on good governance.

b. Participation Approach

The law making and policy decisions should be made with the participation of all the people who are affected by it. It leads to fool proof policy and also prevents the favouritism type of corruption practices. As two people are involved, they cannot violate themselves. Further, the awareness increases with participating approach. More the awareness less the chances of corruption.

c. Consensual Orientation

The decisions taken must be based on consensus. Not at the whims and faucing of few individuals. When larger public interest comes to 1st consideration rest gets eliminated including corruption.



d. Responsiveness

People are made responsible for the decisions they take. The responsiveness brings transformation and people become answerable to what they are doing. The responsiveness reduces the chances of indulging in corruption.

e. Transparency

All the decisions, documents etc. effecting the people must be made available to the public. Transparency eliminates corruption.

f. Equitable Distribution and Inclusive Growth

The resources available are equitably distributed to all individuals and there should be inclusive growth. Not that the entire resources goes into the control of few individuals. This eliminating the society differences and accordingly corruption.

g. Accountability

The people involves are individually and collectively responsible for the

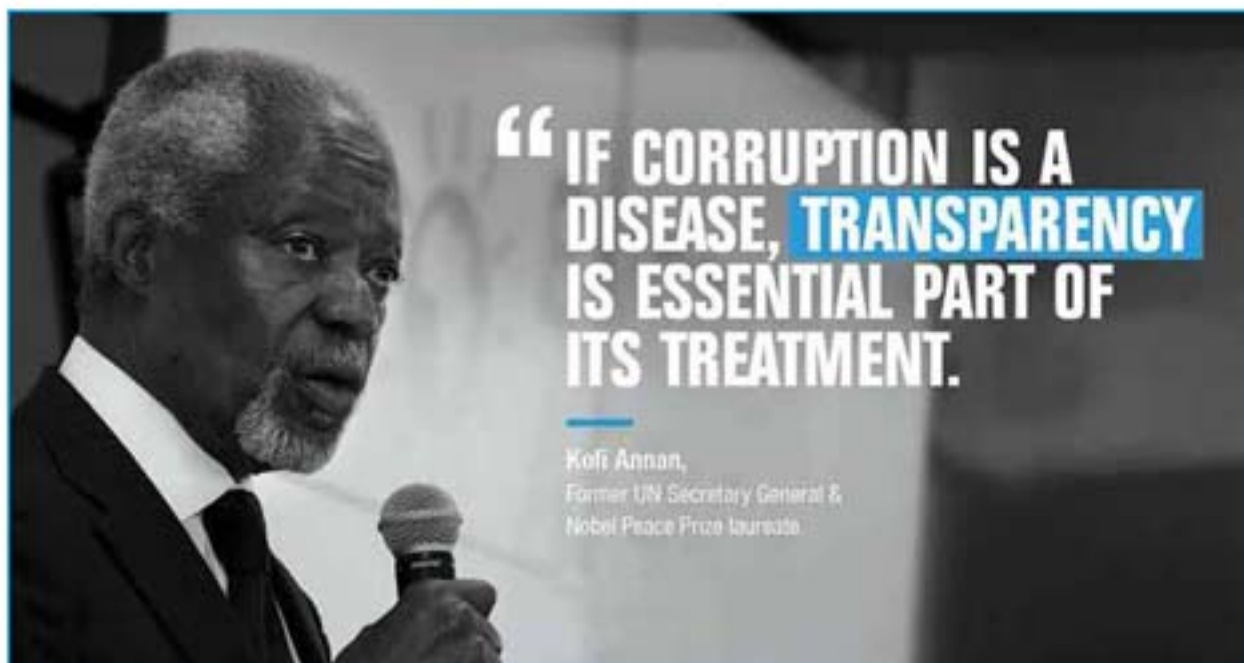


society. The pillar of good governance prevents people from bad practices. Effective & efficient utilization of resources. The governments are only trustees. They have to adopt the techniques to assess the effective utilization of resources using impact assumptions and outcome budgets. It is unsafe to check whether the allocated resources are actually gone into utilization for the purpose. This acts as checks for corruption.

6. Conclusion

- Good governance has many pillars which will check the corruption at various stages. It aims to control and combat the corruption. The full dignity of human beings can be maintained if the corruption in whatever shape like inflation affects seriously the poor.
- The democracy, the government by the people for the people should adopt good governance and achieve transparency and larger public interest must be addressed by eliminating all types of evils in the society especially the corruption
- The good governance is new and ideal efforts must be made to adopt it in better and spirit to eradicate the corruption and provide corruption free India.

(Third Prize Winner Essay during Vigilance Awareness Week 2018 - Essay Competition at Corporate Office)



Eradicate Corruption – Build a New India

Ajay Kumar, Assistant Manager (PR), Bairasiul Power Station)

As we, all know that the entire nation is observing "Vigilance Awareness Week" from 29 October to 3rd November 2018 to sensitise people about the corruption. In 1964, the Santhram Committee made by the Central Government, to study the situation of corruption and to give the remedial way out to tackle it, said that corruption is so deeply rooted in our society that we can't think of eradicating it completely. The Santharam Committee further said that, "in our country it is also not possible to minimize corruption at satisfactory level.

In our country, there are a lot number of corruption cases, particularly done by political party of political figure. Some may be named here like Bogor's Scam, Fodder Scam, 2G Spectrum Scam, Coal Block Allocation Scam, Commonwealth Games Scam, etc.

There is one famous saying, "Power corrupts and the absolute power corrupts absolutely." It means, the more use of discretion generates more corruption. If we go in the root of corruption, we will find that in most of the cases corruption are done by those people who are at the helm of the affair, i.e. by those who have to take the decision by their discretion. At the other hand, corruption are also done by those who are not properly paid or properly taken care of.

So, now the question is how to tackle

with the corruption? Let's ponder on some the corrupt practices and arrive on the solution to stop it. In our country, people do not mind to pay bribe to get their things done. Even political parties pay bribe to common people to get their votes in election. At election time corruption remains at peak. Industrialists pay donation in some way or by some mean to political party in an anticipation that when that political party will come in power, they will formulate government policy favouring them. So, here we find a 2-way corruption case, people bribing political parties and political parties bribing people. We can try to stop it by doing electoral reforms. If we do state funding for elections and tightly monitor the expenditure of political parties, the corrupt practice of 2-way bribing will be minimised, if not stopped.

Now, we should see a case / scenario in which most of the petty corruption done. In our country, most of the working class are underpaid. Many commission and committees have pointed towards this problem earlier. If a government employee at lower level is paid lowly or underpaid, or other facilities like medical, housing etc. are not proper, he or she will try to make money by wrong practices. So, government should look towards this and it should take care of all its staff well. Though, we can't



stop someone's greed but if employees are well paid they will not look for easy money by corrupt practices.

In our country, there is one type of corruption which is most prevalent, that is tax evasion and disproportionate assets. In a recent report published by CBDT (Central Board of Direct Taxes), it can be seen that doctors, lawyers and businessmen are biggest tax evaders. In its report, CBDT says that only 30% of doctors pay taxes whereas only 20% of lawyers pay taxes. Tax evasion is one of greatest crime towards nation. This stops the process of nation building. It creates black money, which breaks the equilibrium of society. Rich are becoming richer by tax evasion and in term, the poor are becoming poorer by facing price hike in all the daily use items. So, the government should explore the way to bring all the professional under tax regime. By doing this we will make out country a great place to live.

There may be a lot number of remedies to eradicate corruption but we should start by doing and adopting some of these:

- Discretionary Power should be used at minimum in issuing licenses and permits.

- Delay in process should be minimized by having a citizen charter at every government office.
- Electoral Reforms is the need of hour. State funding should be done for election.
- Wages / Salary of Employees should be according to the price index. Employees should be given all the necessary facilities to lead a good life.
- Tax Evasion should be discouraged and more professionals like doctors and lawyers should be brought under tax ambit.

Corruption and Graft Cases should be hear in fast track courts for speedy delivery of justice.

So, if we want to make our country a great place, we should be honest at heart. There is one famous saying, "Corruption starts in mind." We should nurture our mind in such a way that it should think beyond the materialistic gain only. Our country is the land of Buddha, Gandhi, Lal Bahadur Shastri and Abdul Kalam Azad. They never ran after money or materialistic world. They lived for their honesty and prestige and they achieved every thing in their lives. So, why don't we adopt their thinking? By doing so, we can again make our country great. Come, let us eradicate corruption and build a new India.

Jai Hind.

(First Prize Winner Essay during Vigilance Awareness Week 2018 - Essay Competition at Bairasiul Power Station)



भ्रष्टाचार मिटाओ-नया भारत बनाओ

Eradication Corruption - Build a New India

सेराफीना लाकड़ा, उप महाप्रबंधक (मा.सं.), सलाल पावर स्टेशन

- भ्रष्टाचार का अर्थ भ्रष्टाचार दो शब्दों के योग से बना है। भ्रष्ट अथवा बिगड़ा हुआ और आचार अर्थात् आचरण अर्थात् ऐसा आचरण जो नैतिक रूप में स्वीकार्य या ग्राही न हो। प्राधिकार सौंपे गए व्यक्ति, जब अपने स्वार्थ की पूर्ति / पूर्णता या अपने चाहने वाले व्यक्ति को लाभ पहुँचाने के उद्देश्य से गलत आचरण करते हैं या कानून के मान्य नियमों के विरुद्ध जाकर कार्य करते हैं तो उसे भ्रष्टाचार के रूप में परिभाषित किया जाता है।
 - **भ्रष्टाचार के रूप :** समाज में भ्रष्टाचार के विभिन्न रूप हैं जैसे रिश्वत लेकर कार्य करना, सस्ते चीजों को महंगा बेचना, काला बाजारी, ब्लैकमेल करना, झूठा मुकदमा, झूठी गवाही, न्यायधीशों द्वारा गलत न्याय देना, परीक्षा में नकल, परीक्षार्थियों का गलत मूल्यांकन, चुनाव में धांधली, पैसे लेकर वोट देना, वोट के बदले पैसा, चुनाव के पहले शराब बांटना, सेवा में गुणवत्ता की कमी, और गलत रिपोर्ट मीडिया में प्रकाशित करना आदि ये सभी भ्रष्टाचार के रूप हैं।
 - **भारत में भ्रष्टाचार के आंकड़े:** एक आंकड़े के अनुसार भ्रष्टाचार के कारण भारत में सकल उत्पाद का 0.5 प्रतिशत का नुकसान होता है। प्लानिंग कमीशन के 2013 की रिपोर्ट के अनुसार जी डी पी के कुल 1.5 प्रतिशत का नुकसान भ्रष्टाचार के कारण होता है? भारत दुनिया का ऐसा देश है जहां बर्थ सर्टिफिकेट बनवाने के लिए भी घूस देना पड़ता है पासपोर्ट बनवाने या पासपोर्ट
- रिन्यूवल (नवीनीकरण) हेतु क्रमशः 10,000/- और 2000/- रुपये का घूस देना पड़ता है। नौकरी पाने के लिए कम से कम 100000/- (एक लाख रुपये) घूस के तौर पर देना पड़ता है। स्कूल में बच्चे को दाखिला दिलाने के लिए 20,000/- से 50,000/- तक रिश्वत देना पड़ता है।
- एक आंकड़े के अनुसार शहरी क्षेत्र में रहने वाले लोग प्रतिवर्ष औसतन 26 हजार 932 रुपये रिश्वत के रूप में देते हैं। National Council for Applied Economic Research के वर्ष 2015 के सर्वेक्षण के अनुसार शहरी क्षेत्र का एक परिवार वर्ष में औसतन 4400/- रुपये और ग्रामीण क्षेत्र का परिवार प्रतिवर्ष 2900/- रुपए अपने काम को करवाने हेतु रिश्वत के रूप में खर्च करते हैं Global Corruption Meter के रिपोर्ट 2018 के अनुसार भारत विश्व के भ्रष्ट देशों की गिनती में 81वें पायदान पर है जो चिंता का विषय है। भ्रष्टाचार किसी व्यक्ति विशेष को ही नहीं पूरे समाज को नष्ट कर रहा है। भ्रष्टाचार दीमक का रूप धारण कर चुका है। भारत में राजनेता, पुलिस, सांसद, विधायक व सरकारी कर्मचारी भ्रष्ट को चुके हैं।

भारत में भ्रष्टाचार के कारण

- **नैतिक पतन :** नैतिकता के पतन होते ही व्यक्ति भ्रष्टाचार की राह पर चल पड़ता है आज समाज में नैतिकता का अभाव हो गया है लोग, सच्चाई की

राह पर चलाने की वजाय अपनी आवश्यकताओं की पूर्ति हेतु गलत राह का प्रयोग करते हैं।

- **स्वार्थ की प्रवृत्ति:** लोगों में स्वार्थ की प्रवृत्ति बढ़ती जा रही है। अपने स्वार्थ की पूर्ति हेतु लोग किसी भी कदम पर चलने से नहीं हिचकिचाते हैं।
- **अशंतोष की भावना:** व्यक्ति के एक इच्छा के पूर्ति होते ही दूसरी इच्छा सुरसा की भांति मुंह खोलकर खड़ी हो जाती है मनुष्य कभी संतुष्ट नहीं होता उसमें हमेशा असंतोष की भावना रहती है।
- **कठोर नियम/कानून की कमी:** भारत में नियम कानून तो है पर कठोर नहीं है जिसका फायदा उठाने में लोग नहीं हिचकिचाते हैं।
- **न्यायपालिका की सीमित शक्तियाँ:** भारत में न्यायपालिका कहने को तो स्वतंत्र है पर न्यायपालिका पर राजनेताओं व राजनैतिक पार्टियों का दबाव हमेशा बना रहता है।
- **काम काज में पारदर्शिता व जबाबदेही की कमी:** सरकारी काम काज में पारदर्शिता व जबाबदेही की कमी भ्रष्टाचार को जन्म देती है।
- **कम आय व वेतन:** कम आय व कम वेतन से जब ईच्छाओं व आवश्यकताओं की पूर्ति नहीं होती है तो व्यक्ति गलत तरीके अपनाते लगता है ताकि वह अपनी ईच्छाओं की पूर्ति कर पाये।
- **गलत या बुरी आदतें:** गलत व बुरी आदतों वाला व्यक्ति कभी नैतिक नहीं हो सकता वह अपनी आदतों या बुरी ईच्छाओं की पूर्ति हेतु भ्रष्टाचार की राह पर चलता है।
- **जनता में जागरूकता की कमी:** भारत की जनता में जागरूकता की कमी है, भ्रष्टाचार निरोधी कानून के विषय में जनता अनभिज्ञ है अतः वह भ्रष्टाचार



के विरुद्ध आवाज नहीं उठती है।

भारत में भ्रष्टाचार का असर – भ्रष्टाचार भारत को प्रत्यक्ष रूप में प्रभावित कर रहा है।

- **आर्थिक उन्नति में बाधक:** भ्रष्टाचार भारत की आर्थिक उन्नति में अवरोध उत्पन्न करता है भ्रष्टाचार से कुछ ही लोग उन्नति करते हैं देश का सर्वांगीण विकास नहीं होता है।
- **गरीबी:** भ्रष्टाचार के कारण देश का एक वर्ग तो विकसित दिखता है, पर वास्तव में भ्रष्टाचार के कारण गरीबी ही विकसित होती है।
- **प्रतिभा पलायन:** भ्रष्टाचार के कारण देश के शिक्षित लोग, रोजगार व कम वेतन की वजह से विदेशों का रुख करते हैं जिससे अपने देश की प्रतिभा का पलायन होता है देश में नकारात्मक प्रभाव पड़ता है। डाक्टर, इंजीनीयर, वैज्ञानिक जैसे विशेषज्ञ लोग देश छोड़कर विकसित देश चले जाते हैं।
- **देश की सत्ता गलत हाथों में:** भ्रष्टाचार के कारण देश सत्ता की बागडोर गलत हाथों में चली जाती है जिसका बुरा असर देश पर पड़ता है।

- **विदेशी निवेश की कमी:** जिस देश की सबसे बड़ी बीमारी भ्रष्टाचार हो ऐसे बीमार देश में कोई भी विदेशी कंपनी काम नहीं करना चाहती जिसका सीधा असर अर्थव्यवस्था पर पड़ता है।
- **सरकार पर जनता का घटता विश्वास:** जिस देश की सरकार भ्रष्टाचार में लिप्त हो ऐसी सरकार पर जनता का विश्वास दिन पर दिन घटता जाता है।
- **सेवाओं में गुणवत्ता की कमी:** जहां भ्रष्टाचार व्याप्त है ऐसे देश में सरकारी दफ्तर, अस्पतालों की गुणवत्ता में स्वतः कमी आ जाती है।
- **सही न्याय की कमी:** भ्रष्टाचार के कारण सही न्याय की कमी हो जाती है। रिश्वत लेकर सही को गलत व गलत को सही ठहरा दिया जाता है।
- **समाज में असमानता:** भ्रष्टाचार के कारण समाज में असमानता व वैमनस्यता जन्म लेती है। गरीब व अमीरों के बीच खाई बन जाती है गरीब अपनी ऊर्जा अमीरों के विरुद्ध आवाज उठाने में तथा अमीर अपनी ऊर्जा गरीबों की आवाज दबाने के लिए करता है।
- **समाज में अपराध की वृद्धि:** भ्रष्टाचार के कारण समाज में अपराध की वृद्धि होती है। लोगों में कानून का कोई भय नहीं रहता है। अपराधी रिश्वत देकर कानून की धज्जियां उड़ाते नजर आते हैं।

भारत में भ्रष्टाचार निवारण के उपाय

- **नैतिक शिक्षा पर बल:** भ्रष्टाचार को दूर करने का पहला कदम नैतिक शिक्षा पर बल देना है। नैतिक शिक्षा की पहली पाठशाला परिवार (माता-पिता) व शिक्षक होते हैं। बच्चों को बाल्यावस्था से ही सही गलत, उचित अनुचित की शिक्षा मिलनी चाहिए ताकि वह जीवन भर

अच्छा नागरिक बना रहे।

- **कठोर नियम / कानून – त्वरित कानून:** भ्रष्टाचार को दूर करने के लिए देश का कानून कठोर होना चाहिए। कानूनी प्रक्रिया सरल होनी चाहिए ताकि न्याय मिलने में देर न हो। भ्रष्टाचारी को तुरंत दंडित किया जाना चाहिए।
- **सरकारी काम काज में पारदर्शिता:** सरकारी काम काज में पारदर्शिता बहुत हद तक भ्रष्टाचार को दूर करने में सहायक सिद्ध होगी।
- **सरकारी काम काज में जबाबदेही तय करना:** हर सरकारी काम को निपटने की एक समय सीमा निर्धारित होने से भ्रष्टाचार रोका जा सकता है।
- **चुनाव प्रक्रिया में सुधार:** चुनाव प्रक्रिया में सुधार लाना अत्यंत आवश्यक है। नौकरी के लिए जिस तरह शैक्षणिक योग्यता की आवश्यकता होती है। उसी तरह सांसदों, विधायकों व नेताओं के लिए शैक्षणिक योग्यता निर्धारित होनी चाहिए। समाज कल्याण व जनहित के कार्य में लगे लोगों को चुनाव में प्राथमिकता देनी चाहिए।
- **जनता में जागरूकता:** जनता में जागरूकता लाकर भ्रष्टाचार को रोका जा सकता है जनता का अनैतिक राजनेताओं के विरुद्ध में एकजुट होकर आवाज उठाना चाहिए।
- **प्रशासकों में नैतिकता का पालन अनिवार्य:** प्रशासनिक कार्य में लगे लोगों के लिए नैतिकता का पालन अनिवार्य होना चाहिए और अनैतिक कदम पर चलाने वालों को प्रशासन से बाहर करना चाहिए।
- **प्रशासकों का समय समय पर तबादला:** प्रशासकों का समय समय पर अनिवार्य रूप से

तबादला होना चाहिए ताकि भ्रष्टाचार को रोका जा सके।

- **सरकारी धन की गणना लेखा परीक्षा में विसंगति पर तुरंत जांच:** सरकारी धन की गणना लेखा परीक्षा में विसंगति पर तुरंत जांच कर भ्रष्टाचार को रोका जा सकता है।
- **बाहरी एजेंसियों द्वारा निगरानी:** सरकारी कार्य में लगे लोगों पर बाहरी एजेंसियों द्वारा निगरानी रखी जानी चाहिए ताकि भ्रष्टाचार पर अंकुश लगे।
- **संबंधित एजेंसियों को तुरंत सूचना:** भ्रष्टाचार संज्ञान में आने पर संबंधित एजेंसियों को तुरंत सूचना देने से भ्रष्टाचार पर रोक लगेगा।
- **भ्रष्टाचारियों को कठोर दंड:** भ्रष्टाचारियों को कठोर से कठोर दंड देने का प्राविधान होना चाहिए इनको सार्वजनिक रूप से दंडित करने से भ्रष्टाचार पर लगाम लगेगा।
- **भ्रष्टाचार मुक्त भारत का दृश्य:** भारत एक सुसंस्कृत, सम्य देश व नैतिकता का देश कहा जाता था। इसे सोने की थिड़िया का देश जैसे उपनामों से नवाजा गया है पर भ्रष्टाचार के कारण इसकी छवि खराब हो गई है। इसे सुधारने के लिए राजनैतिक व नीजी क्षेत्र व जन साधारण का सहयोग आवश्यक है।
- अगर भारत भ्रष्टाचार मुक्त होगा तो यहाँ प्रत्येक नागरिक को ज्ञान व कौशलता के आधार पर समान अवसर मिलेंगे।
- अगर भारत भ्रष्टाचार मुक्त होगा तो लोग धर्म, जाति, पंथ आदि के आधार पर लड़ाई नहीं करेंगे।
- अगर भारत भ्रष्टाचार मुक्त होगा तो यह आर्थिक

विकास की राह पर अग्रसर होगा। गरीबी अमीरी का भेदभाव कम होगा।

- अगर भारत भ्रष्टाचार मुक्त होगा तो समाज का हर स्तर सुखी रहेगा, संतोषी जीवन व्यतीत करेगा। लोग मानसिक व शारीरिक रूप से स्वस्थ रहेंगे।
- अगर भारत भ्रष्टाचार मुक्त होगा तो यह विश्व के लिए एक उदाहरण होगा, लोग स्वार्थ छोड़कर जनहित व समाज कल्याण में लगेगा।
- अगर भारत भ्रष्टाचार मुक्त होगा तो स्वार्थ पूर्ति के लिए रिश्वत नहीं देगा या स्वार्थ पूर्ति के लिए दूसरों का उपयोग नहीं करेगा।
- भारत को भ्रष्टाचार मुक्त करने के लिए हमें सर्वप्रथम अपने आप से शुरुआत करना होगा। ईमानदारी व सत्यनिष्ठा के उच्चतम मानकों के प्रति वचनबद्ध होना होगा। सच्चाई की राह पर चलना होगा।
- अपने स्तर पर तो भ्रष्टाचार को दूर करने का अवसर प्रयत्न करना होगा चाहे परिस्थितियाँ कैसी भी क्यों न हो।
- ईमानदारी की राह पर चलकर दूसरों के समक्ष उदाहरण प्रस्तुत करना होगा।
- न रिश्वत लेंगे न रिश्वत देंगे का नारा हमेशा जुबां पर रखेंगे अपने इन छोटे छोटे प्रयासों से हम समाज में बड़ा बदलाव ला सकेंगे।
- इस प्रकार हम भ्रष्टाचार को मिटाकर एक नए भारत का सृजन कर सकेंगे।

(सतर्कता जागरूकता सप्ताह 2018 के दौरान सलाल पावर स्टेशन में आयोजित निबंध प्रतियोगिता में प्रथम पुरस्कार प्राप्त निबंध)



Eradicate Corruption – Build A New India

भ्रष्टाचार मिटाओ – नया भारत बनाओ

M.S. Sresti, Deputy Manager (Mech.), Tanakpur Power Station

Now a days, corruption has become an important topic to discuss at all levels. Even though there are availability of corruption preventing agencies such as CBI, CVC, CID etc. corruption practices are not stopping. Why these corruption practices are not stopping? Where we are lagging behind? In the present scenario, how anyone can expect corruption free India to build a new India?

Definitely, corruption - preventing agencies playing a vital role in preventing corruption practices. But the corruption practices are not stopped yet. The history says it. The basic reason for corruption is due to lack of morale and integrity. Increasing morale and developing integrity is the ultimate solution for eradicating corruption.

Some immoral people keep distance from corruption practices due to factor of FEAR of different agencies who are stand against corruption even though they are lenient towards corruption. Some immoral and intelligent people are indulging in corruption practices and escaping the clutches of watch dogs due to loop holes in the legal system and present of corrupt people in system. Moral people naturally keeps distance

from corruption practices due to their high morale. Even though, it is a long process for building morale among people, if we focus on issue we can eradicate the corruption completely on one day.

Following are some important ways in increasing morale and developing integrity to eradicate corruption:

1. Think for the country and take pledge for integrity by HEART, not for a formality.
2. Moral studies must a subject at least upto school level in our education system. Our great saint Sh. Swami Vivekananda told us that education without morality is useless. Today's kids will make our tomorrow.
3. Every parents and guardians of the society must tell the moral stories based on the real stories or from the religious books to their kids from the tender age itself.
4. Developing patriotism towards the country which will further improve integrity and responsibility towards nation. This will reduce the corruption.

- Each and every property of the country belongs to each and every person of the country. Developing ownership of these assets of the country among the public will reduce the corruption as looting our own money or things is foolishness.

Following are some other important ways to eradicate corruption to build new India:

- Good governance gives us justice and impartial distribution of public resources among all sects of people which will reduce corruption.
- Providing awareness about the corruption preventing agencies among public through different media available such as where to go to complaint, whom to meet, how to act against mal practices.
- Maximising the usage of RTI act.
- Digitalising all the public services to the extent possible, which will reduce the corruption drastically.
- People generally think that vigilance officer or agencies are there to find

act against corruption practices. But every citizen of India should act as a vigilance officer to fight against corruption.

- Electing a better candidate with good morale in elections. Use of NOTA in case of all the candidates stand for elections are not having good morale.
- Not electing the candidates who offer freebee during election campaign. Freebees are nothing but offering bribe. Nothing is free in this world. The elected candidate will give freebees from tax payers money.

All the above points will definitely help us to eradicate corruption. But increasing the morale and integrity among the public will completely eradicate corruption which will help us to build a new India without corruption.

(First Prize Winner Essay during Vigilance Awareness Week 2018 - Essay Competition at Tanakpur Power Station)



**“THE DUTY OF YOUTH
IS TO CHALLENGE
CORRUPTION.”**

Kurt Cobain



Eradicate of Corruption – Building a New India

Manish Dhawan, Manager (Finance), Chutak Power Station

India is a beautiful country with its diverse culture & biography. It has land, water, forest, desert & mountains from North to South & East to West. The country has not seen the rate of growth, it should have seen in last many years of independence.

The main cause of slow growth is deep-rooted corruption in India's economical, social, political & technological areas.

India stands at 81st place out of 180 countries being ranked by Transparency International Organisation on Corruption Index being issued by organisation on 2017. It is a point to be noted that 2/3rd of the countries rated has a score of less than 50 on a scale of 0-100 where 0 is for cleanest country & 100 for maximum corrupt country.

New Zealand & Singapore are the most corruption free countries as per the agency.

So, we can see this corruption is like a cancer for the world & India being no exception to it.

How to define Corruption?

Generally speaking, "use of official powers for personal gains is corruption".

In other words, favouring a class or segment of person in return of monetary or other consideration is corruption.

Corruption can be Petty, Grand & Mega

- Petty corruption is prevailing at low level of day-to-day affairs of life like for getting services at School, Hospital, Municipal Corporation, Police etc. by general public offerings are categorised as petty corruptions.
- Grand corruption may be categorised as the favours made to big corporate by senior officers sitting in various ministries controlling natural resources of the country.
- Mega corruption is favouring policies & guidelines by political persons for the benefit of corporate.
- So far, we have seen how the corruption is prevailing at all levels of economy & different parts of the world.
- It is utmost important to eradicate corruption for the growth of a country.

India has a Gross Domestic Product (GDP) of 259749 billion US \$ 2017 & contributes 4.19% to world. In 1960, India had GDP of 36.54 billion US \$ & than 12000 billion US \$. This difference however 100% cannot be said to be due to corruption but still China has grown 6 times that of India a major reason for lagging of India is corruption.

“Measures to Control Corruption”

Enforcement of Law

India, over the time has formed various agencies like CBI, CVO & PIO etc. to check & control corruption. However, in lack of fast & punitive procedures, these agencies have not been proved effective enough to control & eradicate corruption. A need of stringent action is required on those who found guilty on corrupt practices.

Empowering People

People are required to be given powers for taking participative role in community works being executed in their area. Also, in respect of other public work, allocation transparency needs to be maintained & people at large be aware of their rights for participation & information.

Albert Einstein said “Damage is not done by people who do sin but by those who do not act against it”. Hence, people are the most important part of the process of eradication of corruption. We can learn from French & Russian revolution hence people once determined can surely eradicate corruption not suddenly be definitely.

“Transparent & Quick Work Process”

Major part of the public money is being spent by Central & State Governments. These works are awarded through certain process & procedures. In order to get there works executed at competitive rates & with quality, transparent tendering & information systems are required to be in place.

Political Cleanness

As of now in India more than 20% Members of Parliament are registered in FIRs. Hence, policy makers & implementer (bureaucrats) both needs to be honest in order to eradicate corruption at the root.

Young generation of India should be encouraged to take active participation in politics in order to clean this deep rooted corruption in politics.

Plugging International Loops

International money market loops needs to put on radar in order to control the money transfer & hording of money in other countries. Mega & Grand corruption means are parked out of country & in financial measures countries like Switzerland. This is very important aspect to eradicate Mega corruption.

In conclusion, we have come a long way in formation of CBI, CVC & PIO to control corruption now the time is give more powers to them & fasten procedural aspects in order to eradicate corruption. People are the backbone of any country & country is made of people. So empowering them against corruption is second most step to be taken.

Let's Pledge

“We can & will build a new India by eradication of Corruption in all spheres of life”.

(First Prize Winner Essay during Vigilance Awareness Week 2018 - Essay Competition at Chutak Power Station)



भ्रष्टाचार मिटाओ – नया भारत बनाओ

पूजा, रामेश्वरी शिक्षक प्रशिक्षण संस्थान, साराबाई जिला कुल्लू

प्रस्तावना

भ्रष्टाचार शब्द दो शब्दों के मेल से बना है भ्रष्टाचार, जिसमें 'भ्रष्ट' का अर्थ होता है 'बुरा' या बिगड़ा हुआ और 'आचार' का अर्थ है आचरण। अर्थात् जब कोई व्यक्ति गलत आचरण करता है तो वह भ्रष्टाचारी कहलाता है।

भ्रष्टाचार का संबंध ब्लैकमेल, रिश्वतखोरी, परीक्षा में नकल, विद्यार्थियों का गलत मूल्यांकन, गलत गवाह, न्यायधीश द्वारा पक्षपात, वोट देने के लिए पैसा माँगना, वोट लेने के लिए पैसे व शराब आदि बाँटना भ्रष्टाचार के उदाहरण हैं। भ्रष्टाचार को यदि साधारण शब्दों में परिभाषित करें तो कह सकते हैं कि किसी व्यक्ति द्वारा न्याय व्यवस्था के मान्य नियमों को न मान कर अपनी स्वार्थ की पूर्ति के लिए गलत आचरण करना ही भ्रष्टाचार है।

भ्रष्टाचार का कारण

असमानता – जब व्यक्तियों में आर्थिक, सामाजिक या फिर पद प्रतिष्ठा आदि असमानता आती है तो व्यक्ति गलत आचरण करने लगता है।

स्वार्थ की पूर्ति – व्यक्ति अपनी स्वार्थों की पूर्ति करने के लिए भी गलत आचरण करता है। यदि किसी व्यक्ति की आवश्यकताओं को पूर्ति नहीं होती है तो भी वह गलत आचरण या भ्रष्ट हो जाता है।

भारत में बढ़ता भ्रष्टाचार – भ्रष्टाचार एक बीमारी की तरह है जो हमारे देश में बहुत तेजी से बढ़ रहा है। वर्तमान समय अर्थात् आज कल हम भ्रष्टाचार संबंधित कई उदाहरण देख सकते हैं। जैसे आईपीएल में खिलाड़ियों की स्पॉट फिक्सिंग या फिर नौकरी या अच्छी पोस्ट पाने के लिए रिश्वत देना। हम अक्सर

ऐसे किस्से सुनते ही रहते हैं। लोग अपनी लालच की पूर्ति के लिए रिश्वतखोरी करते हैं। भ्रष्टाचार की समस्या हमारे देश को अन्दर ही अन्दर खोखला करती जा रही है।

भ्रष्टाचार समाप्ति के लिए उपाय

भ्रष्टाचार एक संक्रामक बीमारी की तरह है जो हमारे देश को अन्दर ही अन्दर खोखला करती जा रही है। भ्रष्टाचार की समाप्ति के लिए कठोर कानून व्यवस्था की जानी चाहिए। हमारे देश में आज हालत ऐसे हैं कि जो व्यक्ति रिश्वत के मामले में पकड़ा जाता है तो वह रिश्वत देकर ही छूट जाता है।

भ्रष्टाचार जैसी समस्या को समाप्त करने के लिए प्रत्येक व्यक्ति को जागरूक होने की जरूरत है। भ्रष्टाचार को बढ़ावा हम सब ही देते हैं। भ्रष्टाचार को यदि जड़ से समाप्त करना है तो प्रत्येक सरकारी व गैर सरकारी दफ्तरों में कैमरा लगाए जाने चाहिए और उसकी निरंतर जाँच की जानी चाहिए।

भ्रष्टाचार का कारण केवल रिश्वत लेने वाला व्यक्ति ही जिम्मेदार नहीं होता है इसके लिए रिश्वत देने वाला व्यक्ति भी बराबर का दोषी होती है। कोई रिश्वत या किसी अन्य कार्य को तभी करता है जब उसे यह लगने लगता है कि उसकी मांगों की पूर्ति सरलता से हो जाती है, कोई व्यक्ति रिश्वत तभी लेता है जब कोई देने वाला होता है। कुछ लोग अपना कार्य जल्दी करवाने के लिए रिश्वत दे देते हैं उनकी व्यस्तता के कारण सभी लोगों को इस बात का भुगतान करना पड़ता है। जब किसी गरीब आदमी को वह कार्य करवाना होता है तो कार्यरत या रिश्वतखोर व्यक्ति उससे भी रिश्वत की माँग करता है, यदि गरीब आदमी इस बात से इंकार कर देना है तो रिश्वतखोर उसका

कार्य नहीं करता और उसे कई दिनों, महोनों तक दफ्तर के चक्कर काटने पर मजबूर हो जाता है इसलिए सभी व्यक्तियों में यह मानसिकता बन जाती है कि 'काम ही तो निकलवाना है'।

परंतु लोगों में ऐसी सोच विकसित करने कि जरूरत है कि लोग यह कहे कि 'न रिश्वत देने देंगे और न ही लेंगे'। इसलिए लोगों में जागरूकता विकसित करने के लिए वर्ष में एक बार भ्रष्टाचार निरोधी दिवस मनाया जाता है। ताकि एक व्यक्ति की गलती के कारण कोई दूसरा व्यक्ति न पिसे। भ्रष्टाचार की समाप्ति के लिए लोगो में ईमानदारी का बीज बोने की जरूरत है।

क्योंकि ईमानदारी ही एक ऐसा माध्यम है जिससे कोई भी व्यक्ति भ्रष्ट आचरण नहीं करता है। व्यक्ति अपना कार्य ईमानदारीपूर्वक कर राष्ट्र विकास में अपना योगदान देता है। भ्रष्टाचार के लिए केवल रिश्वत लेने वाला व्यक्ति ही जिम्मेदार नहीं होता बल्कि रिश्वत देने वाला भी समान रूप से दोषी होते हैं। प्रत्येक एक व्यक्ति को कसम खानी होगी 'न रिश्वत लेंगे न ही रिश्वत देंगे'।

तभी भ्रष्टाचार जैसी समस्या की समाप्ति संभव है। यदि भारत के प्रत्येक व्यक्ति द्वारा यह प्रण लिया जाता है कि हम ईमानदारी से अपना कार्य करेंगे, किसी भी प्रकार का कोई लालच नहीं करेंगे तो भ्रष्टाचार अवश्य ही समाप्त होगा। भ्रष्टाचार की समस्या न केवल भारत में ही है अपितु भ्रष्टाचार ने पूरे विश्व में पैर पसार दिए हैं। भ्रष्टाचार के मामले में हमारे राष्ट्र का पूरे विश्व में से 84वाँ स्थान है जो की बहुत ही चिंतन का विषय है।

भारत को एक समय सोने की छिड़िया कहा जाता था जिसे अंग्रेजों ने तो लूटा ही अपितु इसे अपने ही लोग अन्दर ही अन्दर आज भी लूट रहे हैं जो किसी राष्ट्र के विकास के लिए उचित बात नहीं है। एक राष्ट्र के विकास के लिए प्रत्येक व्यक्ति द्वारा ईमानदारी से कार्य करना अति आवश्यक है। राष्ट्र की उन्नति राष्ट्र के प्रत्येक नागरिक पर निर्भर करती है यदि हम स्वयं ही अपने राष्ट्र को अन्दर ही अन्दर लूटने का प्रयास करते रहेंगे तो अपने राष्ट्र के विकास में बाधाओं का कारण ही बनेंगे। राष्ट्र विकास के लिए प्रत्येक व्यक्ति को

जागरूक करना होगा ताकि भ्रष्टाचार जैसी समस्याएँ जड़ से समाप्त हो सकें। भ्रष्टाचार के लिए लालच एक बहुत बड़ा कारण है। लालच के कारण ही व्यक्ति भ्रष्ट होता है।

**स्वयं को बदलो, जग बदलेगा,
ईमानदारी से सुखमय हर दिन खिलेगा।**

ईमानदारी सबसे उत्तम नीति है। ईमानदारी से यदि राष्ट्र का प्रत्येक व्यक्ति कार्य करता है तो भ्रष्टाचार जैसी समस्या उत्पन्न ही नहीं होगी। इसके लिए लोगों में जागरूकता लाने की आवश्यकता है। इसी कारण से 9 दिसंबर का प्रत्येक वर्ष अंतराष्ट्रीय भ्रष्टाचार निरोधी दिवस के रूप में मनाया जाता था। संयुक्त राष्ट्र महासंघ द्वारा एक प्रस्तावना पारित कर 31 अक्टूबर 2003 को अंतराष्ट्रीय भ्रष्टाचार निरोधक दिवस मनाने का आग्रह किया गया।

उपसंहार

भ्रष्टाचार की समाप्ति के लिए ईमानदारी की नीति को अपनाना चाहिए। भ्रष्टाचार मुक्त समाज का निर्माण करने के लिए बचपन में ही बच्चों को ईमानदारी सिखानी चाहिए। बच्चे को किसी भी प्रकार का कोई लालच नहीं देना चाहिए। लालच ही भ्रष्टाचार का एक महत्वपूर्ण कारण है। माता-पिता को अपने बच्चों से ऐसी कोई भी बात नहीं कहनी चाहिए कि बच्चा लालच में आ कर अपनी ईमानदारी को दरकिनार कर अपने स्वार्थ कि पूर्ति करे जैसे कई बार हम सुनते हैं कि माता-पिता अपने बच्चों को कहते ही कि 'तुम्हारे पेपर आ रहे हैं अगर पास होते तो साइकिल मिलेगी या घड़ी मिलेगी' आदि बातें बच्चे को लालच देती हैं इसके लिए वह पेपर में नकल भी कर सकता है। बच्चे ही हमारे समाज का भावी भविष्य होते हैं इसलिए बचपन से ही बच्चों को ऐसे लालच न दें। यही लालच आगे चलकर भ्रष्टाचार का कारण भी बन सकता है।

(सतर्कता जागरूकता सप्ताह 2018 के दौरान पार्वती-II जल विद्युत परियोजना में आयोजित निबंध प्रतियोगिता में प्रथम पुरस्कार प्राप्त निबंध)



Does the Motto of Vasu Daiva Kutumbakam (the world is one family) Combats Corruption?

Mandapati Chandra Sekhar, Senior Manager (Civil), Corporate Planning



One day I was pondering that India has been considered as Deva Bhoomi, the land of GODs, in fact the land where GODs took the birth in the form of human manifestation. The land has been known as Veda Bhoomi, the land where the Vedas the highest ever known knowledge was documented. The land has been considered as a Punya Bhoomi. It has been the land where greatest seers were born and practiced the highest austerity measures and performed greatest deeds. Also it was ruled by the Kings such as Harischandra and Ram, who sacrificed everything for adhering to the dharma.

Professor Max Muller, described the India as a paradise on the earth. Many of his contemporaries quoted that the Indian character was signified with generosity,



simplicity, honesty, truthfulness, courage, refinement and gentleness. The first and highest virtue in man is truthfulness. From the earlier times Indians have always been praised by men of all countries for their truthfulness.

During the freedom fight against British, many leaders sacrificed their property, profession, luxury etc., for the cause of the Country.

In the backdrop of the above, I wondered what has changed in India. We have been shocked to witness falling of human values and frequently hearing of financial scandals, corruptions, bribes etc.

The corruption perception Index and the Rank of India amongst 180 countries ranked by Transparency International in the recent past is as under:

Parameter	2015	2016	2017	2018
CPI	38	40	40	41
Rank	76	79	81	78

Denmark ranked number 1 consistently for the past 4 years with CPI score 88, 88, 90 & 91.

Date	Denmark		India	
	World Happiness Ranking	World Happiness Index	World Happiness Ranking	World Happiness Index
2019	2 ^o	7.600	140 ^o	4.015
2018	3 ^o	7.555	133 ^o	4.190
2017	2 ^o	7.522	122 ^o	4.315
2016	1 ^o	7.526	118 ^o	4.404
2015	3 ^o	7.527	117 ^o	4.565
2013	1 ^o	7.693	111 ^o	4.77

I thought a little deep to understand why Denmark is ranked 1 consistently. I had contemplated that they may be governed by very stringent rules and regulations. I wish to understand whether the people living there are happy? Immediately I have glanced through the UN World Happiness Report. It is very surprising to watch the ranking of Denmark in the World Happiness Report. It is ranked at 2 just next to Finland in 2019. The

nota bene (NB) is that the corruption and happiness are inversely related with each other.

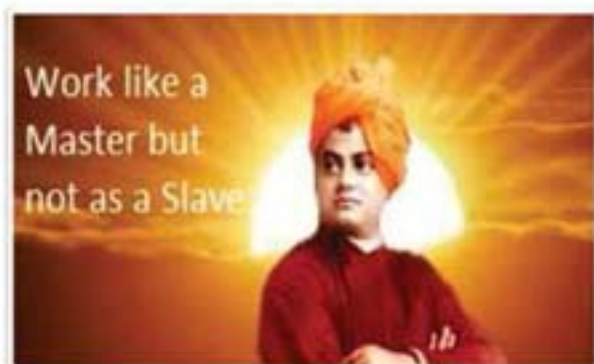
How to reduce the corruption and improve the happiness is a big question?

The above, mulling in the mind, one day I was returning from Hyderabad to Delhi in a Train. It takes about 25 hours. A senior citizen was sitting beside me. I wished him as a mark of courtesy and introduced myself. He introduced him as Mr. Rao (not original name). He just retired from the services of CAG. He started discussion about the corruption in various aspects in the human life. A lot we discussed about falling values in various spheres in our society. He narrated a story of himself, which really stirred my mind. The story happened about 60 years back. I felt worth sharing with the readers of Chetana.

Mr. Rao joined the CAG as at the age of 18. He then went with a team of auditors to audit a post office. All other auditors were already into their 50s. The post master welcomed the team. The following day they started the Audit. The head of the auditors assigned the tasks to each of the Auditors, and asked to them to carry the Audit meticulously. As per Audit plan, the Auditing was to be completed in a span of 3 days.

Meanwhile, as the lunch time approached, post master offered the lunch. The Head of the Auditors declined his offer and took his team to the nearby dhaba.

During the Audit, all the courtesy calls were politely denied by the Audit Team.



Meanwhile, unfortunately, one of the Auditors was fell ill. His load was also come on to the head of Mr. Rao. Mr. Rao being young, very active, polite, nimble and simple coordinated with others and successfully completed the Audit before the Audit Plan. The post master personally impressed with the performance of young Rao.

While the Audit Party was returning, Mr. Rao was called upon by Post Master. Out of love & affection, he gifted him with a pen costing about 15 paisa.

The team returned to the head office and was engaged in finalizing the Report. The head of the Auditing team noticed, Mr. Rao writing with the new pen. He asked him, "from where did he get?". Mr Rao replied, "Post Master gave it". The head of the Auditors rebuked to Mr. Rao, "How shameful act you did? How did you accept the gift from the Auditee? It is against our auditing principles? Why didn't you told to me about it, there itself?" He continued, "if I found the same practice again, I shall Charge Sheet you". He compelled the young Rao, to return the pen to the Post Master through VPP by bearing postal charges from his pocket. He was also asked to submit an apology statement to the Head of the Auditors.

The story narrates the highest integrity practiced by our people in the past. It might have definitely lifted our conscience and spirits. The conscience of us also gets elevated when we hear or read the stories, where the people exhibited highest degree of Integrity. We enjoy watching our favorite hero in a movie being a taxi driver also, returning the cash bag, by tracing the address of the passengers, who forgot to collect their baggage. In such state, our thoughts and acts gets filled with positivity.

If we dig a little deep to understand integrity, we realize that it depends on an important attribute i.e Ownership. No individual shall engage in the theft of his own house, his own shop or his own company. On the other hand any outsiders / persons may indulge in theft/ corruption.

A politician / employee / person are indulging in corruption, just because they are not feeling as the owners of their jobs and organizations, for which they are working. Supposing, we went to a Garage for the repairing of our Car. We observe the supervisor suggesting many check-ups and changing of many spares, because the payment of bill lies with owner. On the other hand, during guaranty / warranty period, in free check-ups, even the genuine request of the car owner denies by the supervisor, as the bearing the cost lies with him. He either ignores or forgets that he is the owner of the service to be rendered. If he repeats the same tendency, there shall be a danger of losing the ownership of the service, if customer find alternate garage for repair of his car.

The public places and goods are handled irresponsibly, just because they could not associate with the ownership. Ownership develops belongingness. Belongingness brings Responsibility. Responsibility develops Accountability. Accountability builds moral muscle and confiscates the corruption. In such panorama, all the citizens pay attention to the public goods and services.

Every human being wants to accumulate wealth. The means of accumulation are important. Integrity should never be compromised.

Everyone should inculcate the ownership of the team, group, the division, the company, the district, the country..... to which they belong. Vivekananda has once told that Work like a Master but not as a slaves. Ownership repulses corruption.

How to inculcate the feeling of ownership is now a big question. I tried to find some clues from our traditional literature.

Our tradition calls for “वसुधैव कुटुम्बकम्” (“Vasu Daiva Kutumbakam”), which means “the world is one family”. The stanza is part of the mantra VI-72 in Maha Upanishad which belongs to sAmaveda tradition. The mantra reads:

अयं बन्धुरयनेति गणना लघुचेतसाम्।
उदारचरितानां तु वसुधैव कुटुम्बकम्॥

This person is mine that one is not mine are calculations of a narrow minded person. The world is one family for the noble minded person.

Because of this motto, India has been considered as Punya Bhoomi and our ancestors practiced the highest ethics, values and morals. The entire world is



**OWNERSHIP
REPULSES
CORRUPTION**

ours. We are in brotherhood with every other person on the earth. The resources available are for the benefaction of the mankind. It is our responsibility to carry forward the resources to our new generations as a part of inheritance.

The holistic thinking breaks the narrow thoughts of capitalizing and extracting undue benefits by exploiting the rights and privileges of others and misuse of discretion for personal benefits. The concept of world is one family, leaves no scope to accumulate personal wealth at the cost of others and by improper means.

The landscape of the concept of family slowly tapered and narrowed down due to one reason or the other. It is leading to weakening of moral muscle and the fiber of integrity of individuals. Because of which, the persons are trying to grab individual benefits by improper means at the cost of exploitation of rights of the other people. The human values such as mutual respects, kindness, dignity of labor, selfless attitude, and gentleness are also glooming down.

Now we reached the stage and time, we need again to retrospect our value system. We need to refurbish and restore the highest degree of morals and values. The concept of “Vasu Daiva Kutumbakam” needs to be practiced again and adhered in true letter and spirit to combat corruption from all spheres of the Society and bring the happiness.



Administrative Vigilance in the light of Prevention of Corruption (Amendment) Act, 2018: Its Salient Features

Meenakshi Mittal, Assistant Manager (Law), RO Banikhet

Corruption is "the misuse of public power for private benefit". A different line of thought is expressed by one of the world's prolific writers, George Bernard Shaw, who maintains that "Power does not corrupt. It is fools who get into a position of power that corrupt power." Corruption is a complex and multifaceted phenomenon, with a multiplicity of causes and effects, as it exhibits many different forms and functions in very diverse contexts. It not only impedes efficient governance, but is also a threat to our democratic ideals and the moral fabric of our polity.

The Prevention of Corruption Act, 1988 (PC Act) was enacted to prevent corruption in Government departments and to prosecute and punish public servants involved in corrupt practices. As the PC Act saw limited success an amendment was enacted (Amendment Act) and brought into force on 26 July 2018.

Under the legislative framework of the Prevention of Corruption Act 1988, there was no provision to criminalise directly the supply side of corruption, or the offering of bribe for getting an undue advantage. Under the new scheme, this is criminalised. The demand side of corruption, which is the solicitation

and acceptance of a bribe, is also criminalised, as in the earlier Act. Thus, by criminalising both sides of corruption, the cycle is now complete, as the supply and demand sides of corruption are two sides of the same coin, with corrupt acts occurring due to collusion between the two, supply and demand. The Amendment Act attempted to bring the PC Act in line with United Nations Convention against Corruption 2005, which was ratified by India in 2011. The POCA Amendment Act has now extended the scope of POCA to prosecute bribe givers, commercial organizations and its officials.

Highlights of the Amendment Act

Definition of 'Undue Advantage': The Amendment Act provides that any public servant who accepts or attempts to accept from any person, any 'undue advantage', either for himself or for any other person, in lieu of performance of a public duty, shall be punished with imprisonment for a minimum term of 3 (three) years and maximum of 7 (seven) years. The Amendment Act has defined 'undue advantage' to mean any gratification other than legal remuneration that a public servant is permitted to receive. Further, 'gratification' is not limited to pecuniary gratifications or to gratifications estimable in money. By

virtue of such an expansive definition, even non-monetary considerations such as post retirement benefits, gifts and favours not estimable in money can also be covered under the ambit of undue advantage.

Persons offering a bribe to public servants:

Previously, the PC Act did not contain a separate provision for a person who gives or promises to give an undue advantage, but as per the Amendment Act, giving an undue advantage by a person to a public servant is a specific offence punishable by 7 (seven) years imprisonment or fine, or both. However, if a person is forced / coerced to give an undue advantage but reports the same to the concerned authority within 7(seven) days of doing so, he shall not be liable for the same.

Offering of bribes by commercial organisations:

The Amendment Act has defined 'commercial organisation' to mean not just a company or partnership incorporated in India and carrying on business in India or outside India, but also a body or partnership incorporated or formed outside India but carrying on business in India.

The PCA and the FCRA (Foreign Contribution Regulation Act 2010) recognise the principle of corporate criminal liability. Recent legislative changes to the PCA in 2018 have included provisions which expressly state that in case an offence is committed by a commercial organisation, such commercial organization shall be liable to a fine if any person associated with the commercial organization provides any illegal gratification intended at obtaining or retaining business or advantage in the

conduct of business, for such commercial organization. A person is considered to be associated with a commercial organization if such person provides services on behalf of such commercial organization. This is a question of fact and not just the relationship between the person and the organization- and such person can be acting as an employee, agent or subsidiary of such commercial organization. Hence an employee of the commercial organization is deemed to have performed services for such commercial organization.

Earlier, it was difficult to penalise commercial organisations involved in corruption, as their directors, especially in the case of MNCs, were often stationed abroad, beyond the effective reach of Indian law-enforcing agencies. Moreover, the supply side of corruption had not been criminalised. Now, the commercial organisation itself shall be punished with fine, if any person associated with such an organisation commits an act which may fall under the purview of the supply side of corruption. If such offence is committed with the connivance of any director or any other officer of the organisation, he would also be guilty of the offence in his personal capacity and is punishable with imprisonment of three to seven years along with fine.

Section 9 of the PC Act has been substituted by the Amendment Act to provide for a specific provision for offences committed by commercial organisations and persons associated with it. It provides that if a commercial organisation commits any of the offences listed out in the PC Act with the intention to obtain or retain business or obtain or retain an advantage in the conduct

of its business, then such commercial organisation shall be punishable with fine, quantum of which is not prescribed in the Amendment Act.

The Amendment Act mandates the Central Government to formulate and prescribe guidelines to prevent persons associated with commercial organisations from bribing any public servant.

Redefining criminal misconduct:

Under the PC Act, criminal misconduct by a public servant inter alia included: (i) using illegal means to obtain any valuable thing or monetary reward for himself or any other person; (ii) abusing his position as a public servant to obtain a valuable thing or monetary reward for himself or any other person; and (iii) obtaining a valuable thing or monetary reward without public interest, for any person. The Amendment Act replaces this section with a revised definition of criminal misconduct to include only the following two acts: (i) misappropriation or conversion for his own use, any property entrusted to or under the control of a public servant; and (ii) amassing assets disproportionate to known sources of income.

Prior sanction of appropriate government for investigation and prosecution:

The PC Act required prior sanction of the appropriate government for prosecution of serving public officials. The Amendment Act extends this protection of requirement of prior approval to investigation prior to prosecution. Further, such protection is extended to former officials as well, for offences done while in office. The third proviso to Section 19(1) provides for a directory (not mandatory) timeperiod of 3 (three) months within which

the appropriate government must convey the decision on such sanction. Additionally, the Central Government may prescribe guidelines for grant of sanction for prosecution.

Attachment of property: The Amendment Act has provided for application of the Prevention of Money Laundering Act 2002 and Criminal Law Amendment Ordinance 1944 for attachment and administration of property procured by means of an offence under the PC Act.

Time frame for trial: The PC Act did not provide a time frame within which the trial was to be completed. However, the Amendment Act now prescribes that the Special Judge shall endeavour to complete the trial within 2 (two) years. This period can be extended by 6 (six) months at a time and up to a maximum of 4 (four) years in aggregate subject to proper reasons for the same being recorded.

Enhancement of Punishment: Punishment has been increased from a minimum imprisonment term of 6 (six) months to 3(three) years, and from a maximum of 5 (five) years to 7 (seven) years, with or without fine. Punishment for abetment of offences has also been increased by the same quantum.

Curbing corruption is a challenge that requires persevering on many fronts, but one that pays huge dividends. It starts with political will, continuously strengthening institutions to promote integrity and accountability, and cooperation from all stakeholders. However, constant tireless vigilance mechanism and strong stringent legal framework are one of the important tools to curb corruption.

Integrity - Way of Life

Susanta Das, Senior Manager (C), PVO Teesta-V Power Station

The Cambridge Dictionary defines integrity as "The quality of being honest and having strong moral principles that you refuse to change". That being said, it is difficult to follow this saying in spirit. Every time we try to walk on the path of integrity, the lure of taking the easy way out influences our mind. We play different roles in society, but to one's conscience, we are our true self, and that self is often the king of the world. We may cheat the entire world and show that we are full of integrity when we are not, but when it comes to answering our conscience, we must be truthful otherwise this may lead to serious consequences like depression or death.

As reiterated earlier, walking on the path of integrity and honesty is difficult. To be honest with others, one must be immaculately honest with oneself. Being truthful to yourself means you refuse to do or say something that you don't believe. You also refuse to compromise or tolerate or budge under pressure. Success will come and go, but honesty and integrity live on forever. Integrity is inherent with oneself, even when you are alone and there is no audience to judge or applaud you. People tend to live a life of integrity when other people are watching them, but the real test comes, then nobody is watching them. The top successful nations of the world have

inculcated this trait among their citizens and so not only life of these people have become easier but also have elevated their standard of living and prestige in the world. Let us see an example. In Scandinavian countries, often it is seen that villagers' keep their merchandise for sale and cash box unattended and people taking the merchandise keeps the appropriate amount in the cash box. This age-old system is in vogue because the purchaser pays up the appropriate sum without being watched or forced. Because of this, the price of the products is very less as no salesperson or other manpower is involved in the sales process.

Recently, this concept has been started in India and unmanned shops, commonly known as "Trust Shops" are making its way in India. In 2016, iD Fresh Foods opened Trust Shops at 17 locations in Bangalore. Here the food products are kept in the refrigerator and the purchaser takes whatever he needs and pays the appropriate sum in the box kept along with the refrigerator. In the north-eastern state of Mizoram, the shop owners make their living merely on the integrity and honesty of their customers. At these highway shops, fresh produce like vegetables, fruits, etc is kept in the shop with a rate list and a box/container. The customer is supposed

to pick up the vegetable, see the rate list, and pay the appropriate amount in the box. Further, if a customer doesn't have exact change, the customer can pick up appropriate change against the money deposited and products taken. As published in Better India, the owner of one such shop says, "We run this shop the whole year. We just put the price list near the vegetable or anything we are selling, and people simply pick up whatever they like and put the money in the container. If required, they even take the change from the box themselves. We trust them; they have never failed us. Nothing has ever been lost by our shops". In Kerala Janshakti Charitable Trust, an NGO engaged in welfare activities for different-abled has opened such unmanned Trust Shops in Azhikode near Kannur, a coastal village. All the above incidents reflect that slowly the people of this country are giving value to integrity and trust, and the scenario is improving day by day.

But all said and done what will we achieve/ get if we live a life of integrity? First, living a truthful life with integrity is very less stressful. If we live a dishonest life filled with lies, the most common stressful thing is remembering all the lies and fear of getting caught one day. Living life with integrity and honesty brings peace of mind. We can walk with our head high and look into the mirror with pride. When a person falls from grace, it is not that he wakes up one fine day and thinks of being dishonest and corrupt; rather it is a series of

events, a little less integrity here, a little lying there, which ultimately leads to bigger disasters. So, we should think twice before making even the smallest decision that we know is not honest or truthful. A victory based on lies and dishonesty is like a hollow bubble and eventually, one day, it will burst.

Integrity builds trust among fellow citizens. When a person has integrity, others know that they can trust this person. People will respect the judgment and the decisions made by such a person, as they know that the decisions coming from him are unbiased. Children learn from their parents. A person with integrity and honesty radiates an aura which induces his children and other family members and subsequently, his children walk on this path. It is a well-known fact that raising a child with values is always very less stressful than raising a problematic child. Further, in due course, this child will bring pride to the family.

Living life with integrity and honesty is the need of the day. A person with integrity prizes their character, more than any pecuniary benefits. Living life with integrity not only benefits society but also makes one's life less stressful and prideful. Aleksandr Isayevich Solzhenitsyn, the Russian Historian, and Novelist once said, *"You can resolve to live your life with integrity. Let your credo be this: Let the lie come into the world, let it even triumph. But not through me."*



सुसंस्कृत समाज निर्माण में हमारी भूमिका

स्वप्निल राज, सहायक प्रोग्रामर (आईटी), बीआरआरपी पटना

“सुसंस्कृत” शब्द संस्कृत भाषा से उद्धृत है। संस्कृत भारत की एक भाषा है जिसे ‘देव वाणी’ भी कहते हैं। “सुसंस्कृत” अर्थात् सुंदर, संस्कारयुक्त, शिष्ट और सांस्कृतिक दृष्टि से उन्नत।

“हम” शब्द ही अपने आप में शून्य के समान है। ‘शून्य’ यानि ‘कुछ भी नहीं’, और ‘शून्य’ यानि ‘सब कुछ’। भारत के ऋषि आर्यभट्ट ने इस शून्य की खोज की थी जिसकी गणना में महत्वपूर्ण भूमिका है। शून्य ब्रह्मांड की एक ऐसी संख्या है, जिसमें सर्वस्व समाहित हो जाता है और “ऊंकार” जो इस ब्रह्मांड की सबसे प्रभावशाली ध्वनि है वह भी शून्य में समाहित हो जाती है, और शून्य से ही उसकी शुरुआत होती है। हमारा अस्तित्व भी इसी शून्य पर आधारित है यानि अपने आप में समाहित और सभी को प्रभावित करने वाली।

पर्याय यह है की सुसंस्कृत समाज के निर्माण में हमारी भूमिका बहुत ही महत्वपूर्ण है। हम यह अक्सर सुनते और देखते हैं की हमारे आस-पास बहुत कुछ ऐसा घटित हो रहा है जो सही नहीं है और हमारा अन्तर्मन उसे स्वीकार नहीं करता है। कई बार इसमें हमारी भी भूमिका होती है। जब हम न्याय व्यवस्था के मान्य नियमों के विरुद्ध जाकर अपने स्वार्थ की पूर्ति के लिए गलत आचरण करने लगते हैं तो भ्रष्टाचारी कहलाते हैं। इसका वास्तविक कारण यह है कि हम सभी अपने पूर्ण विकास की सीमा तक पहुँचने को आतुर हैं। यही आतुरता हमें धन – संग्रह करने को प्रेरित करती है। हम यह भूल जाते हैं कि धन और शक्ति के संग्रह से हमें पूर्ण विकास नहीं मिल सकता। वह विकास हमें आंतरिक प्रकाश से ही मिलेगा जैसे – नैतिकता अपनाने से और इसी पर आधारित कुछ पंक्तियाँ हैं:



नैतिकता हो ऐसी, जो बस बात तक न रह जाए,
मन में जलाएँ लौ, जो अंदर तक ज्योति लाए।

नीर, पवन, भूमि और पौधे,
को भी अपने दिल से लगाएँ,
रक्षा करें इन सबकी, और संयमित जीवन बिताएँ।
धन लोलुपता से पाएँ निजात,
बस भाषण में ही न हो बात,
जीवन को सत्यता से जिए,

और दूसरों पर न थोपें हर बात।
प्रकृति ने दी है, जीने की हर चीज अकूत,
पर नहीं दी है लोलुपता पूरी करने की छूट।

शुरुआत इसकी खुद से करें,
अन्तर्मन को झोंक कर देखें,
संस्कृति की पहली लौ, अपने अन्तर्मन में देखें।
अपनाएँ वो सब खुद ही, जो हम चाहते समाज से,
खुद की चाहत को इस आईने में ही देखें।
बच्चों को पाठ पढ़ाएँ, सत्य, नीति और स्वच्छता का,
जो हो बाहर के साथ,

मन के अन्तर्मन में भी हो वही बात।
सुसंस्कृत समाज का निर्माण, हमें ही करना है,
मेहनत और संघर्ष करके ही, हमें कुछ पाना है।

इस प्रकार नैतिकता को अपना कर ही हम अपने जीवन कर्तव्य और दायित्वों की सार्थकता सिद्ध कर सकते हैं और समाज और देश को आगे बढ़ा सकते हैं।



प्रणाली सुधार वर्ष 2018-19 System Improvement Year-2018-19

बीर सिंह कुंवर, वरिष्ठ प्रबन्धक (सिविल) सतर्कता विभाग

विषय: निविदा प्रक्रिया में कमियां: सतर्कता विभाग के पत्र संख्या एनएच/सतर्कता/1-128/1-102(15)/13-42/609 दिनांक 13 नवम्बर 2018 द्वारा एनएचपीसी सतर्कता परिपत्र संख्या 07 / 2018-19 के अंतर्गत सभी को अनुपालन हेतु नीचे दिए गए निर्देश जारी किए गए हैं:-

सतर्कता में सीएजी लेखापरीक्षा पैरों की समीक्षा के बाद, एक पावर स्टेशन पर किसी मामले की जांच के दौरान, निविदा प्रक्रिया तथा उसके पोस्ट अवार्ड निष्पादन में कमियां पाई गई। इस संबंध में निम्नलिखित निर्देश / सुझावों का पालन किया जाना चाहिए:

1. यह देखा गया है कि अनुमानों (estimates) की तैयारी के दौरान, किसी विशेष आइटम की दर को, परियोजना अनुसूची दर (पीएसआर) / राज्य अनुसूची दर (एसओआर) की विभिन्न वस्तुओं / दरों से निकाला जाता है और उस दर को विश्लेषित दर के बजाय worked out दर के रूप में वर्गीकृत किया जाता है। उन वस्तुओं / दरों का सक्षम प्राधिकारी से अनुमोदन भी नहीं लिया जाता है। इसलिए, परियोजना अनुसूची दर (पीएसआर) / राज्य अनुसूची दर (एसओआर) में किसी आइटम के लिए एक विशिष्ट दर की अनुपलब्धता के मामले में,

पीएसआर / एसओआर के अन्य समान वस्तुओं से व्युत्पन्न (derived) दर को विश्लेषित दर के रूप में माना जाएगा और इस संबंध में सक्षम प्राधिकारी का अनुमोदन आवश्यक होगा।

2. निविदा प्रक्रिया में प्राप्त सभी अनुमोदन, इस प्रक्रिया के अभिन्न अंग हैं और उन्हें प्रासंगिक फाइल में संभाल कर सावधानी से रखा जाना चाहिए। निविदा मूल्यांकन समिति को बोलियों का मूल्यांकन करते समय तकनीकी वाणिज्यिक मानकों (Technical Evaluation Parameters) के विधिवत, एक हस्ताक्षरित तुलनात्मक चार्ट तैयार करना चाहिए और इसे फाइल में रखा जाना चाहिए।
3. निविदा मूल्यांकन समिति को हमेशा बोली लगाने वाले का मूल्यांकन विवेकपूर्ण तरीके से करना चाहिए और ईपीएफ / कर पंजीकरण आदि जैसी वैधानिक आवश्यकताओं के अनुपालन का ध्यान रखना चाहिए।
4. यदि ठेकेदार / निष्पादन एजेंसी साइट पर कार्यप्रवृत्त (Mobilize) / अनुबंध के अनुसार काम शुरू नहीं करती है, तो अवार्ड पत्र को रद्द करने तथा ईएमडी को जब्त करने के लिए समय पर कार्रवाई शुरू की जानी चाहिए।



Subject: Shortcomings in Tendering

Process: The following instructions have been issued for compliance by all concerned vide NHPC Vigilance Circular no 07/2018-19 by letter No. NH/Vig./1-128/1-102 (15)/13-42/609 dated 13.11.2018 of Vigilance Division.

Pursuant to examination of a case at a Power Station, upon review of CAG Audit Paras in Vigilance, shortcomings were noticed in tendering process and post award execution. In this regard the following instructions / suggestions are to be complied with:

1. It has been noticed that while preparing the estimates, the rate of a particular item is worked out from different items/rates of Project Schedule Rates (PSR)/State Schedule of rates (SOR) and the rate thus derived is classified as worked out rate instead of analysed rate and no approval of competent authority is obtained for such items / rates. Therefore, in case of unavailability of a specific rate for an item in the Project Schedule Rate (PSR) / State Schedule of Rates (SOR), derived rate from other similar items of the PSR/ SOR shall be deemed as analysed rate and shall require approval of competent authority.
2. All approvals in the tendering process are integral part of the process and shall be meticulously maintained in the relevant file. The Tender Evaluation Committee should prepare a duly signed comparative chart of the techno commercial parameters while evaluating the bids and it should be

kept in the file.

3. The Tender Evaluation Committee should always evaluate the bidder judiciously w.r.t. compliance with the statutory requirements like EPF / Tax Registrations etc.
4. If the contractor / executing agency does not mobilise at site / starts the work as per contract, timely
2. **विषय: निविदा नियमों का अनुपालन के बारे में सतर्कता विभाग के पत्र संख्या एनएच/ सतर्कता/ 1-128/ 1-73(फ)/ 747 दिनांक 28.12.2018 द्वारा एनएचपीसी सतर्कता परिपत्र संख्या 08/ 2018-19 के अंतर्गत सभी को अनुपालन हेतु नीचे दिए गए निर्देश जारी किए गए हैं:-**

सतर्कता विभाग में एक केस की जांच के दौरान यह देखा गया कि, कंप्यूटर और उससे संबंधित उपकरणों के वार्षिक रखरखाव अनुबंध (AMC) की निविदा में एक बोलीदाता को, समाप्त किए गए कार्य के मूल्य की अपेक्षा किए गए कार्य के मूल्य के आधार पर निविदा के लिए योग्य घोषित कर दिया गया। चूंकि किसी महीने/अवधि में सेवाओं का संतोषजनक निष्पादन उस हद तक सेवाओं को पूर्ण करना है अतः जांच के उपरांत यह उचित समझा जाता है कि समय संबंधी कार्यों के लिए कार्य अनुभव की योग्यता निर्धारण के लिए मापदंड यूं बनाए जायें कि बोलीदाताओं को पूर्ण किए गए कार्यों के आधार के स्थान पर किए गए कार्य के आधार पर योग्य माना जा सके।

तदनुसार इस संबंध में निम्नलिखित दिशानिर्देश जारी किए जाते हैं:

- i) देखरेख और रखरखाव इत्यादि कार्यों के मामलों में योग्यता मापदंड कम से कम एक साल में किए गए कार्य को ध्यान रखते हुये बनाये जाये चाहे उस कार्य का अनुबंध कितने समय का हो। इस के लिये उस विशेष कार्य के लिए नियोजित द्वारा संतोषजनक कार्य-निष्पादन प्रमाण पत्र जारी होना चाहिए।

- ii) मरम्मत, रख-रखाव और AMCs इत्यादि कार्यों में योग्यता मापदंड, प्रस्तावित कार्य के आकलित लागत की प्रतिशत के परिमाण में पिछले सात सालों में पूर्ण किये गये समान कार्यों / अनुबंधों को ध्यान में रखते हुये बनाये जाये, यानि अनुमानित लागत (Estimated Cost) के 80% एक समान कार्य के लिए, 50% दो समान कार्य के लिये और 40% तीन समान कार्य के लिये। इस के लिये नियोजित द्वारा संतोषजनक कार्य-निष्पादन प्रमाण पत्र जारी होना चाहिए।

उपरोक्त दिशा-निर्देशों को निविदा दस्तावेज में योग्यता के आधार पर और संबंधित परियोजना / पावर स्टेशन / यूनिट / कार्पोरेट ऑफिस के विभाग के प्रमुख के अनुमोदन द्वारा शामिल किया जाना चाहिए।

Subject:- Compliance of Tender Conditions: The following instructions have been issued for Compliance by all concerned vide NHPC Vigilance Circular no 08/2018-19 by letter No. NH/Vig./1-128/1-73(Q)/ 747 dated 28.12.2018 of Vigilance Division.

During examination of a case in Vigilance, it was observed that in a tender for AMC of computer and peripherals, a bidder was qualified against the value of work done in place of value of completed work. Upon examination it is considered fit that the qualification criterion in respect of work experience in case of time related works can be formulated to allow a bidder to be qualified on the basis of work done/performed instead of completed works since satisfactory completion of services during a month/period is completion of services to that extent. Accordingly following guidelines are hereby issued in this regard:

- i). In case of Running & Maintenance



and Upkeeping Works etc. the qualification criteria may be framed considering work done for a minimum period of one year irrespective of length of contract subject to satisfactory performance certificate issued by the Employer for the particular work done.

- ii). In case of Repair & Maintenance Works and AMC's the qualification criteria may be framed considering similar completed works / contracts of magnitude in percentage of the estimated cost of the proposed work i.e. 80% of estimated cost for 1 similar work, 50% of estimated cost of 2 similar work each and 40% of estimated cost for 3 similar works each, subject to satisfactory performance issued by the Employer in last 7 years.

Incorporation of above guidelines in the Tender document shall be based on merit of each case and shall be done with the approval of concerned Head of Project / Power Station / Unit / Division of Corporate Office.

3. विषय: निविदा अवार्ड के बाद नियमों के अनुपालन के बारे: सतर्कता विभाग के पत्र संख्या

एनएच / सतर्कता / 1-128 / 1-73(R) / 749
दिनांक 31.12.2018 द्वारा एनएचपीसी सतर्कता
परिपत्र संख्या 09/2018-19 के अंतर्गत सभी को
अनुपालन हेतु नीचे दिए गए निर्देश जारी किए गए
हैं:-

सतर्कता विभाग में आंतरिक लेखापरीक्षा रिपोर्ट की
जांच के दौरान यह देखा गया कि कुछ मामलों
में कार्य अवार्ड होने के बाद स्वीकृति अर्थात् से
संबन्धित निविदा के नियमों का अनुपालन नहीं किया
जा रहा है जिससे विवाद प्रबंधन अपर्याप्त तथा
आर्बिट्रेशन, न्यायालय, उच्च न्यायालय व सुप्रीम
न्यायालय में निगम का पक्ष कमजोर होता है।

अतः सभी संबंधितों को सलाह दी जाती है कि:

- निविदा के कार्य अवार्ड होने के बाद स्वीकृति के नियम
जैसे कि Acceptance/Acknowledgement of
Letter/ Notification of Award/Acceptance/
Submission of Performance Security and
signing of contract Agreement का सख्ती से
अनुपालन किया जाए।
- निविदा में निहित शर्तों जैसे कि संविदा शासी
कानून, न्यायालय का अधिकार क्षेत्र और EMD/
Bid Security की वापसी तथा निगम द्वारा जारी
बैंक गारंटी के स्वीकृति व निगरानी से संबन्धित
दिशानिर्देशों का सख्ती से अनुपालन किया जाए।
अनुबंध समझौते में, अनुबंध निष्पादन की जगह का
उल्लेख भी किया जाए।
- EMD/Bid Security का Performance
Security/Security Deposit में रूपांतरण
मौजूदा अनुबंध/मानक निविदा दस्तावेजों के तहत



हो।

- अगर किसी मामले में संविदा प्रमुख/प्रभारी अभियंता
(EIC) Acceptance/Acknowledgement of
Letter / Notification of Award / Acceptance
इत्यादि गैर निर्धारित माध्यम जैसे की ईमेल या
आचरण द्वारा स्वीकृत करता है तो उपरोक्त को
भारतीय अनुबंध अधिनियम 1872 व भारतीय साक्ष्य
अधिनियम 1872 (जो लागू हो) के प्रावधान के तहत
न्यायिक या अर्ध न्यायिक प्राधिकारी के सम्मुख
स्थापित करने की जिम्मेदारी भी संबन्धित अधिकारी
की ही होगी।

उपरोक्त निर्देशों का अनुपालन किया जाए जिससे
की किसी भी फोरम अर्थात् न्यायिक या अर्ध न्यायिक
प्राधिकारी के सम्मुख निगम का पक्ष कार्य अवार्ड के
उपरान्त स्वीकृति के उपरोक्त मामलों के अनुपालन
न होने के कारण कमजोर न हो।

**Subject: Compliance of Post Award
Acceptance Issues:** The following
instructions have been issued for
compliance by all concerned vide NHPC
Vigilance Circular no 09/2018-19—by
letter No. NH/Vig./1-128/1-73(R)/749
dated 31.12.2018 of Vigilance Division:

During the examination of Internal
Audit Reports it was observed that in
some cases the tender conditions for
Post Award Acceptance viz. Acceptance/
Acknowledgement of Letter /Notification
of Award/Acceptance, Submission
of Performance Security and signing
of Contract Agreement are not being
complied with, resulting into poor
conflict management and weakening
the Corporation's stand in Arbitration,
Courts, High Courts and Supreme
Courts.

All concerned are therefore advised
that:

- i) The tender conditions for Post Award Acceptance viz. Acceptance/Acknowledgement of Letter / Notification of Award/Acceptance, Submission of Performance Security and signing of Contract Agreement be strictly complied with.
- ii) The tender conditions regarding laws governing the contract, jurisdiction of court & return of EMD/Bid Security as well as Corporation's guidelines on acceptance and monitoring of Bank Guarantees be strictly complied with. In the Contract Agreement, the place of execution must be mentioned.
- iii) The conversion of EMD/Bid Security into Performance Security/Security Deposit shall be done as per the provisions of the existing contract / standard bidding documents only.
- iv) In case the Acceptance/Acknowledgement of the Letter / Notification of Award / Acceptance by the contractor / supplier is accepted by the Contracts - I/C or Engineer in Charge in any form other than that stipulated viz. by email or by conduct, then the entire onus of establishing the same before any judicial or quasi judicial authority under the provisions of Indian Contract act 1872, Indian Evidence Act 1872 etc. as applicable shall be of that concerned official only.

The above instructions should be strictly complied with to ensure that the Corporation's Stand in a dispute with the contractor at any forum i.e. judicial or quasi judicial authority is

not weakened due to non compliance of post award acceptance issues as brought out above.

4. **विषय: परिसंपत्तियों से संबंधित:** सतर्कता विभाग के पत्र संख्या एनएच/सतर्कता/1-50 (1-128)/01 दिनांक 01.01.2019 द्वारा एनएचपीसी सतर्कता परिपत्र संख्या 10/2018-19 के अंतर्गत सभी को अनुपालन हेतु नीचे दिए गए निर्देश जारी किए गए हैं:-

संपत्ति रिटर्न को भरने में हुई विसंगतियों और इसमें आवश्यक सुधारात्मक कार्रवाई को सतर्कता परिपत्र संख्या 08 / 2017-18 दिनांक 22.12.2017 के माध्यम से सूचित किया गया था। इसके सतत क्रम में निम्नलिखित विसंगतियां पुनः उद्धृत हैं:

1. सम्पत्ति रिटर्न में दी गई परिसंपत्तियों से संबंधित विवरण जैसे उनका स्थान, भूखंड आकार / निर्मित क्षेत्र, अधिग्रहण / निर्माण की स्थिति का उल्लेख न होना ।
2. संपत्ति रिटर्न में दी गई संपत्ति के ब्योरो में उनका स्वामित्व, संपत्ति में हिस्सेदारी, अधिग्रहण का तरीका, अधिग्रहण की तारीख, संपत्ति का क्षेत्रफल, लागत खर्च, वित्त स्रोत, राशि का वित्त पोषण और बकाया राशि का विवरण पिछले संपत्ति रिटर्न के साथ संगत न होना ।
3. संपत्ति रिटर्न में कुछ परिसंपत्तियों के वार्षिक/ मासिक आय के ब्योरे सहित कुछ विवरण का उल्लेख न होना ।
4. कुछ कर्मचारियों द्वारा एक या एक से अधिक परिसंपत्तियों का मूल्य "शून्य" दर्शाना, जबकि वार्षिक संपत्ति रिटर्न प्रपत्र के फॉर्म नंबर 1 के अनुसार संपत्ति का मूल्य का निम्नानुसार उल्लेख करने की आवश्यकता है:

क) जहां संपत्ति खरीद, मार्दगेज या पट्टे/लीज के द्वारा अधिग्रहित की गई है, ऐसे अधिग्रहण के लिए दी गई कीमत या प्रीमियम का भुगतान

ख) जहां यह पट्टे/लीज द्वारा अधिग्रहित की गई

है तो इसके लिए कुल वार्षिक किराया, और

ग) जहां अधिग्रहण विरासत, उपहार या आदान-प्रदान/विनिमय से है, तो संपत्ति का लगभग कीमत।

5. वार्षिक संपत्ति रिटर्न के अपेक्षित फॉर्मेट के अनुसार संपत्ति का मूल्य रुपयों में किए जाने के बजाय हजार या लाख रुपयों में भरना।

6. एनएचपीसी के आचरण, अनुशासन और अपील नियमों के धारा/खंड 20 के अनुसार, कुछ कर्मचारियों ने निर्धारित अवधि के अंतर्गत अचल/चल संपत्तियों के अधिग्रहण/निपटान अपने निर्धारित फॉर्मेट में सक्षम प्राधिकारी को सूचित न करना। जिसका अनुपालन सुनिश्चित करने की आवश्यकता है।

उपरोक्त सभी विषयों पर अनुपालन सुनिश्चित करने की आवश्यकता है।

यह पुनः उल्लिखित है, कि वार्षिक संपत्ति रिटर्न ना भरना, एनएचपीसी के आचरण नियमों का उल्लंघन है और यह एनएचपीसी आचरण, अनुशासन और अपील नियमों के तहत अनुशासनात्मक कार्रवाई को आकर्षित करता है। इसलिए, परियोजनाओं/पावर स्टेशनों/यूनिटों और कॉर्पोरेट कार्यालयों के सभी कर्मचारियों को अपनी संपत्ति रिटर्न पूरी तरह से सही विवरण समेत निर्धारित समय सीमा में भरने एवं किसी भी विसंगतियों/चूक से बचने की सलाह दी जाती है। शून्य-सूचना के मामले में संबंधित कॉलम को खाली छोड़ने के बजाय उसमें स्पष्ट रूप से उल्लेख किया जाना चाहिए।

Subject:- Annual Property Returns: The following instructions have been issued for compliance by all concerned vide NHPC Vigilance Circular no 10/2018-19 by letter No. NH/Vig./1-150/1-28/01 dated 01.01.2019 of Vigilance Division:

The discrepancies noticed in filling up of Annual Property Returns and corrective action required thereon was intimated vide vigilance circular no.08/2017-18

dated 22.12.2017. In continuation to the above, the following discrepancies are mentioned again as under:

1. The details pertaining to assets such as its location, plot size/built area, status of acquisition/construction are not mentioned in Property Returns.
2. The details of assets furnished in the Property Returns are not consistent vis-a-vis previous Property Returns such as ownership, shareholding in the asset, mode of acquisition, date of acquisition, area of property, cost incurred, sources of finance, amount financed and balance outstanding.
3. Some details including details of annual/ monthly income from certain assets are not mentioned in Property Returns.
4. Some of the employees, have indicated the value of some of the properties as "Zero". The value of the properties required to be mentioned in annual property return as per Form No.1 of format is as under:
 - a) Where the property has been acquired by purchase, mortgage or lease, the price or premium paid for such acquisition.
 - b) Where it has been acquired by lease the total annual rent thereof also and
 - c) Where the acquisition is by inheritance, Gift or exchange the approximate value of the property so acquired.

5. The value of the property is being submitted in "thousands" / "Lakhs" instead of "Rupees" in requisite format of Annual Property Return.
6. Some employees have not intimated the Acquisition / Disposal of immovable/movable properties to the Competent Authority in the prescribed format within the scheduled time period, as per clause 20 of NHPC Conduct, Discipline and Appeal rules.

The compliances of all the above needs to be ensured.

It is also reiterated that non-submission of Annual Property Return is a violation of Conduct Rules and attracts disciplinary action under NHPC Conduct Discipline and Appeal Rules. Therefore, all employees at Projects / Power Stations/ Units and Corporate office are hereby advised to fill complete & correct details to avoid any such discrepancies/omissions, while furnishing their Property Returns within the prescribed time limits. In case of -Nil- information the same should be clearly mentioned as "Zero/ Nil" against the respective column (s) instead of keeping the column blank.

5. विषय: नामांकन आधार पर कार्य/खरीद/ परामर्श अनुबंध के अवार्ड में पारदर्शिता के बारे में : सतर्कता विभाग के पत्र संख्या एनएच/ सतर्कता/1-128/1-173(टी-1)II/57 दिनांक 11.02.2019 द्वारा एनएचपीसी सतर्कता परिपत्र संख्या 11/2018-19 के अंतर्गत सभी को अनुपालन हेतु नीचे दिए गए निर्देश जारी किए गए हैं:-

नगर निगम मेरठ विरुद्ध अल फहीम मीट एक्सपर्ट



प्राइवेट लिमिटेड के केस में सर्वोच्च न्यायालय के निर्णय के अनुसरण में केंद्रीय सतर्कता आयोग ने अपने कार्यालय आदेश संख्या 23/7/07 दिनांक 05.07.2007 द्वारा नामांकन आधार पर कार्य/खरीद/ परामर्श अनुबंध के अवार्ड में पारदर्शिता लाने हेतु दिशानिर्देश जारी किए हैं। सर्वोच्च न्यायालय के निर्णय से उत्पन्न हुए निर्देशों के निम्न प्रावधान हैं:

"... contracts by the State, its corporations, instrumentalities and agencies must be normally granted through public auction/ public tender by inviting tenders from eligible persons and the notifications of the public-auction or inviting tenders should be advertised This is required by Article 14 of the Constitution. However, in rare and exceptional cases, for instance, during natural calamities and exigencies declared by the Government; where the procurement is possible from a single source only; where the supplier or contractor has exclusive rights in respect of the goods or services and no reasonable alternative or substitute exists; where the auction was held on several dates but there were no bidders or the bids offered were too low, etc., this normal rule may be departed from and such contracts may be awarded through 'private negotiations'.

उपरोक्त दिशानिर्देश सतर्कता विभाग के पत्र संख्या

NH/Vig/1-55/702 दिनांक 20.07.2007 द्वारा परिचालित किए गए हैं। केंद्रीय सतर्कता आयोग ने उपरोक्त निर्देश अपने कार्यालय आदेश 18/12/12 संख्या दिनांक 11.12.2012 द्वारा पुनः दोहराए हैं जिनको सतर्कता विभाग ने अपने परिपत्र संख्या 06/12/12 दिनांक 31.12.2012 द्वारा परिचालित किया।

फिर भी, सतर्कता विभाग में मामलों की जांच के दौरान, कार्य/खरीद/परामर्श अनुबंध के अवार्ड आदि मामलों में कांशी करने वाले अधिकारियों द्वारा सीवीसी के उक्त दिशानिर्देशों का अनुपालन नहीं होने के उदाहरण देखे गए हैं।

अतः भारत के सर्वोच्च न्यायालय के निर्णय के अनुसरण में केंद्रीय सतर्कता आयोग द्वारा जारी कार्यालय आदेश सं 23/7/07 दिनांक 05.07.2007 व 18/12/12 दिनांक 11/12/2012 में निहित निर्देशों का सभी संबंधितों द्वारा अक्षरशः अनुपालन करने के लिए एक बार पुनः जोर दिया जाता है।

Subject:- Transparency in Works/Purchase/Consultancy contracts awarded on nomination basis.: The following instructions have been issued for compliance by all concerned vide NHPC Vigilance Circular no 11/2018-19 by letter No. NH/Vig./1-128/1-73(T-1) II/ 80 dated 11.02.2019 of Vigilance Division:

The CVC, in pursuance to the judgment of Supreme Court of India in the case of Nagar Nigam, Meerut Vs Al Faheem Meat

Export Pvt. Ltd., has issued guidelines vide its Office Order no. 23/7/07 dated 05.07.2007 for Transparency in Works/Purchase/Consultancy contracts awarded on nomination basis. The instructions emanating from the SC judgement *ibid*, provide that:

" ... contracts by the State, its corporations, instrumentalities and agencies must be normally granted through public auction/public tender by inviting tenders from eligible persons and the notifications of the public-auction or inviting tenders should be advertised This is required by Article 14 of the Constitution. However, in rare and exceptional cases, for instance, during natural calamities and exigencies declared by the Government; where the procurement is possible from a single source only; where the supplier or contractor has exclusive rights in respect of the goods or services and no reasonable alternative or substitute exists; where the auction was held on several dates but there were no bidders or the bids offered were too low, etc., this normal rule may be departed from and such contracts may be awarded through 'private negotiations'.

Vigilance circulated the above instructions for compliance by all concerned vide ref. no. NH/Vig./1-55/702 dated 20.07.2007. The Commission further reiterated these instructions vide its Circular no. 18/12/12 dated 11.12.2012, which were further circulated vide Vigilance Circular no. 06/2012-12 dated



31.12.2012. The instructions were yet again circulated vide Vigilance Circular no. 07/2015-16 dated 21.10.2015.

However, during examination of cases in Vigilance, instances of non-compliance of the said CVC instructions by the officials dealing in the matter of award of works / supply orders / consultancy works etc. have been noticed.

It is once again emphasized that the instructions issued by the Commission vide their Office Order no. 23/7/07 dated 05.07.2007 and Circular no. 18/12/12 dated 11/12/2012, pursuant to the judgement of Supreme Court of India, be complied with, by all concerned, in true letter and spirit.

प्रणाली सुधार वर्ष 2019-20

विषय: ई-प्रोक्योरमेंट पोर्टल पर बोलीदाताओं से मांगे गए स्पष्टीकरण के संबंध में: सतर्कता विभाग के पत्र संख्या एनएच/सतर्कता/6-274/820/192 दिनांक 30.04.2019 द्वारा एनएचपीसी सतर्कता परिपत्र संख्या 01/2019-20 के अंतर्गत सभी को अनुपालन हेतु नीचे दिए गए निर्देश जारी किए गए हैं:-

सतर्कता विभाग में एक शिकायत इस आरोप के साथ प्राप्त हुई कि कुछ प्रतिभागी बोलीदाताओं द्वारा प्रस्तुत उत्पाद दस्तावेज निर्धारित तकनीकी विनिर्देश की आवश्यकताओं के अनुपालन को स्थापित करने के लिए अपर्याप्त थे; जोकि ई-प्रोक्योरमेंट पोर्टल में प्रस्तुत अपेक्षित दस्तावेजों / जानकारीयों की अनुपलब्धता एवं ई-प्रोक्योरमेंट पोर्टल पर अतिरिक्त दस्तावेजों व स्पष्टीकरणों को अपलोड करने की गैर-व्यवहार्यता और तकनीकी बोली खोलने के बाद, ई-प्रोक्योरमेंट पोर्टल पर स्पष्टीकरण अपलोड न कर पाने की दलील पर आधारित था।



पावर स्टेशन ने भी पुष्टि की है कि निविदा दस्तावेजों के अनुसार स्पष्टीकरण तथा कम पड़े दस्तावेज बोलीदाताओं (बिडर्स) से ऑफलाइन प्राप्त किए गए थे; जो वास्तव में स्पष्ट रूप से ई-प्रोक्योरमेंट पोर्टल पर अपलोड नहीं किए गए थे।

इस संबंध में, निगम (कॉर्पोरेट) आईटी विभाग से राय मांगी गई थी, जिन्होंने स्पष्ट किया कि वर्तमान में प्रत्येक निविदा के लिए स्पष्टीकरण (दस्तावेजों में कमी) केवल एक बार ही मांगा जा सकता है, उस सुविधा का उपयोग बोलीदाता द्वारा निविदादाता (टेंडरिंग) अधिकारी द्वारा निर्धारित समय सीमा के अंतर्गत किया जा सकता है। यह भी स्पष्ट किया है कि ऑफलाइन मांगी गई व्याख्याएँ एवं बोलीदाताओं की प्रतिक्रियाओं को निविदादाता (टेंडरिंग) अधिकारी द्वारा तकनीकी मूल्यांकन रिपोर्ट / सारांश के साथ ई-प्रोक्योरमेंट पोर्टल पर अपलोड किया जा सकता है जिसको सभी प्रतिभागी बोलीदाता देख सकेंगे।

अतः सार्वजनिक प्रापण प्रक्रिया में पारदर्शिता बनाए रखने के उद्देश्य को पूर्ण करने के लिए, यह उचित होगा कि ई-प्रोक्योरमेंट (e-procurement) में उपलब्ध ऑनलाइन स्पष्टीकरण मांगे जाने का तथा/या बोलीदाताओं से ऑफलाइन में मांगे गए स्पष्टीकरण व प्राप्त प्रतिक्रियाओं को प्रापण पोर्टल में उपलोड करने जैसी सुविधाओं को ई-प्रोक्योरमेंट (e-procurement) के माध्यम से प्रापण प्रक्रिया चलाने वाले कर्मचारी द्वारा उपयोग में लाया जाए।

यह देखते हुए कि प्रापण (प्रोक्योरमेंट) के महत्वपूर्ण कार्य

में कंपनी का एक सार्वजनिक अंतरापृष्ठ (इंटरफेस) शामिल है, जो निगम की समग्र छवि को प्रभावित करता है, निदेशक (तकनीकी) ने निर्देश दिया है कि सार्वजनिक प्रापण (प्रोक्योरमेंट) के सिद्धांतों एवं कंपनी की निर्धारित प्रक्रियाओं के अनुपालन को सुनिश्चित करने के लिए पावर स्टेशनों/परियोजनाओं के प्रमुख (HOPs) द्वारा समय-समय पर (आवर्ती) निगरानी की जाए। उपरोक्त बिंदु आवश्यक अनुपालन के लिए नोट किए जाए।

Subject:- Uploading of clarifications sought from Bidders on e-procurement portal:

The following instructions have been issued for compliance by all concerned vide NHPC Vigilance Circular no 01/2019-20 by letter No. NH/Vig./6-274/820/192 dated—30.04.2019 of Vigilance Division:

A Complaint, that had came up before Vigilance Division, contained allegation of insufficiency of documents in respect of some of the participating bidders, to establish compliance of the product offered to the requirements of technical specification as per conditions stipulated in the Tender document; which was based on the plea of non-availability of requisite documents/information of the Product offered in the e-procurement portal and the non-feasibility of uploading of additional documents and clarifications on the e-procurement portal, once the Technical bids were opened.

Power station too confirmed that clarifications & documents falling short as per tender document were obtained from the Bidders offline; which were apparently not uploaded on e-procurement portal.

In this regard, opinion of Corporate IT Division was sought, which has clarified that, facility for seeking clarification (shortfall in documents) is currently available for one time use in respect of each tender, and that facility can be used by the Bidder, within the time limits defined by the Tendering Officer. It has further been clarified that clarifications sought offline & the responses of the Bidders can be uploaded on e-procurement portal along with Technical evaluation Report /Summary by the Tendering Officer and the clarifications sought on the portal from the Bidders and their responses will be available for viewing by all the participating bidders.

Therefore, from the considerations of maintaining transparency in the operation of public procurement process, it is advisable that the facility of seeking clarifications online and /or uploading clarifications sought from the Bidders offline & the responses received, as available in the e-procurement system be utilized by officials handling the tendering works through e-procurement route.

Considering that, the critical function of Procurement involves a public interface of the Company, affecting the overall image of the Corporation, Director (Tech.) has suggested that HOPs may carry out periodic monitoring to ensure compliance with the principles of public procurement and laid down procedures of the Company. The above points may please be noted for necessary compliance.



जहां चित्त भय से शून्य हो

जहां चित्त भय से शून्य हो
जहां हम गर्व से माथा ऊंचा करके चल सकें
जहां ज्ञान मुक्त हो
जहां दिन रात विशाल वसुधा को खंडों में विभाजित कर
छोटे और छोटे आंगन न बनाए जाते हों
जहां हर वाक्य हृदय की गहराई से निकलता हो
जहां हर दिशा में कर्म के अजस्र नदी के स्रोत फूटते हों
और निरंतर अबाधित बहते हों
जहां विचारों की सरिता
तुच्छ आचारों की मरु भूमि में न खोती हो
जहां पुरुषार्थ सौ-सौ टुकड़ों में बंटा हुआ न हो
जहां पर सभी कर्म, भावनाएं, आनंदानुभूतियाँ तुम्हारे अनुगत हों
हे पिता, अपने हाथों से निर्दयता पूर्ण प्रहार कर
उसी स्वातंत्र्य स्वर्ग में इस सोते हुए देश को जगाओ

— रवीन्द्रनाथ टैगोर

WHERE THE MIND IS WITHOUT FEAR

Where The Mind Is Without Fear And The Head Is Held High
Where Knowledge Is Free
Where The World Has Not Been Broken Up Into Fragments
By Narrow Domestic Walls
Where Words Come Out From The Depth Of Truth
Where Tireless Striving Stretches Its Arms Towards Perfection
Where The Clear Stream Of Reason Has Not Lost Its Way
Into The Dreary Desert Sand Of Dead Habit
Where The Mind Is Led Forward By Thee
Into Ever-Widening Thought And Action
Into That Heaven Of Freedom, My Father, Let My Country Awake.

— **Rabindranath Tagore**

Compiled by - **B.S. Kunwar**, Sr. Manager (Civil)-Vigilance Division



Guidelines/Instructions Issued By The Commission During 2018

As a part of exercising superintendence over vigilance administration, the Commission also issues various guidelines, instructions, etc., aimed at streamlining procedures/improving efficacy of vigilance functioning in the various organisations. A few such instructions issued during the year 2018 are listed below:

- (i) **Applicability of Commission's guidelines on post tender negotiations with regard to projects funded by World Bank and other international funding agencies like IMF, ADB, etc. (Circular No. 98/ORD/001 dated 06.04.2018 and Circular No. 10/08/2018 dated 28.08.2018)**

On applicability of the Commission's instructions dated 18.11.1998, 01.10.1999 and 28.10.2011 (on post tender negotiations) and other guidelines relating to procurements/sales etc. to projects funded by the World Bank and other international funding agencies like IMF, ADB etc., it was clarified that any project funding originating from the Consolidated Fund of India, wholly or partially, must be subject to the Government of India's and Commission's guidelines for expenditure of public money



and the same condition may be stipulated while negotiating terms with external funding agencies. Furthermore, any project funding involving future outflows of public money may also be subject to the same guidelines.

Subsequently, it was clarified that the aforementioned instructions/guidelines would not be applicable to projects funded by World Bank and other International Funding Agencies, as such external aid/loans etc received are covered under the applicable policies/legal agreement executed, as permitted under Rule 264 of General Financial Rules, 2017 (GFR), Manual for Procurement of Goods of 2017, Manual for 40 Annual Procurement of Consultancy and other services, 2017 issued by the D/o Expenditure, M/o Finance, etc.

(ii) Public Procurement (Preference to Make in India), Order 2017 (PPP-MII Order) (Circular No. 01/VGL/022 dated 20.04.2018)

Department of Industrial Policy and Promotion (DIPP) has issued Public Procurement (Preference to Make in India), Order 2017 (PPP-MII Order) dated 15.06.2017 pursuant to Rule 153 (iii) of General Financial Rules, 2017, which seeks to promote domestic production of goods and services. As per this Order, restrictive and discriminative clauses cannot be included in procurement by Central Government agencies against domestic suppliers. The Commission has received a request from DIPP to widely disseminate the Order to the CVOs and IEMs to exercise oversight on all contracts over an amount of rupees Five Crores.

In order to implement the PPP-MII order in letter and spirit, the Commission directed all the Chief Vigilance Officers (CVO) to exercise oversight on all contracts over an amount of Rs. five crores so as to ensure that restrictive and discriminative clauses against domestic suppliers are not included in the tender documents for procurement of goods and services and that the tender conditions are in sync with the PPP-MII Order, 2017 in their respective Departments/ Organisations.

(iii) Consultation with the Commission in respect of Retired officers of Public Sector Banks (Circular No.

018/VGL/021 dated 02.05.2018)

The Commission at present is being consulted at two stages in vigilance cases/disciplinary proceedings i.e. first stage advice is obtained on the investigation reports, and second stage advice is obtained before a final decision is taken at the conclusion of the proceedings, as per extant laid down procedures.

The Commission while examining references received from various Public Sector Banks for advice has observed instances of non-consultation in matters of retired officers of SMGS-V and above of the Public Sector Banks. Though the levels/categories of officers of SMGS-V and above have been notified for referring cases for advice of the Commission, some PSBs are not consulting the Commission for advice in all matters involving vigilance angle or before initiating action under the Pension Regulations of the respective banks, i.e., first stage advice.

It was therefore clarified that the Commission is required to be consulted at first stage as well as second stage, in matters of retired officers, i.e. officers of SMGS-V and above, as per the prescribed procedure when action is proposed to be initiated after retirement under the Pension Regulations too.

(iv) Reporting of fraud cases to police/ State CIDs/Economic Offences Wing of State Police by Public,

Sector Banks (Circular No. 007/VGL/050 dated 08.05.2018)

With reference to Commission's Circular No.12/06/12 dated 12th June 2012 prescribing the monetary/threshold limits for reporting Bank fraud cases by various agencies, the Commission clarified that the monetary limits, as prescribed in Chapter VI of RBI's Master Directions dated 01.07.2016 (as updated on 03.07.2017), should be followed for reporting financial frauds to Local/State Police and CBI by all Public Sector Banks.

(v) Disciplinary action against officials of State Government for misconducts committed while they were on deputation to the Central Government/organisations (Circular No. 016/VGL/006 dated 02.07.2018)

It has been observed that whenever matters of discipline arise, the Central Government/ Statutory Organizations / CPSUs, as the borrowing organization, are empowered to initiate disciplinary proceedings against the concerned officials of the State Government/ Departments especially PWDs and such other set-ups and undertakings, etc., while they are on deputation. However, as per extant rules and procedures, such disciplinary proceedings are required to be concluded by the concerned administrative authorities of the State Government. Further, many a time, when disciplinary action is

contemplated against such officials of the State Governments, they stand repatriated after deputation to their parent department i.e. the State Government (lending organization). In matters where no disciplinary proceedings were initiated against such officials of the State Government while they were on deputation to the Central Government/Organization and those officials stood repatriated after completion of their tenure, etc. the Central Government / Organization cannot ensure implementation of the disciplinary action by the Administrative Authorities of the respective State Governments.

The Commission has further observed that in several cases/ instances disciplinary proceedings have been found to be long pending against the officials of State Governments for misconducts committed by them while they were on deputation to the Central Government/Statutory Organisations like NHAI, AAI etc./ CPSUs, etc. It may also be pointed out that in most of these cases, there is no response from the lending organization of the State Governments. Effectively therefore, it is not possible for the Commission as well as the Central Government/Organization concerned to ensure implementation of disciplinary action in respect of officials of the State Government, once they are repatriated to their parent department.

Therefore, the Commission is of

the view that all such disciplinary actions initiated and matters where the Administrative Authorities of respective State Governments are required to, initiate action as requested by the borrowing organisations of the Central Government, for commission of misconduct while on deputation, needs to be brought to a logical conclusion by the State Governments. The Commission would therefore suggest that the Chief Secretaries of the States concerned may review all such disciplinary cases/matters pending against officials of the State Government and its organisations in respect of officials who were on deputation to the Central Government/ or its Organisations and had repatriated.

All Chief Secretaries are therefore requested to review such disciplinary cases/ matters pending against the officials of State Government under their jurisdiction and update the action taken status to the concerned borrowing departments of the Central Government as well as to the Central Vigilance Commission in individual cases, as the case may be.

(vi) Second stage Consultation with CVOs of Departments/ Organizations in disciplinary cases of Category B officers (Circular No. 018/VGL/038 dated 10.07.2018)

The Commission has been receiving references from Departments/ Organisations seeking clarifications/ guidance whether consultation with

CVO of Department /Organisation is mandatory at second stage before issue of final orders by Disciplinary Authorities (DA) in respect of disciplinary cases of Category "B" officers (i.e. in non-CVC referred cases of individual cases or composite cases) where the Disciplinary Authority's tentative opinion after completion of enquiry is in line with CVO's first stage advice.

The Commission has reviewed the consultation mechanism with CVOs of the Department/Organizations in non-CVC referable cases/matters. In order to ensure speedy finalization of disciplinary matters and to maintain uniformity in processing of disciplinary cases, the Commission would prescribe that consultation with CVO for second stage advice in respect of such cases where the Disciplinary Authority proposes to impose a penalty which is in line with the CVO's first stage advice in respect of Category B officers (in non-CVC cases/matters) may be dispensed with. However, in disciplinary cases of officers, where the DA tentatively proposes to take any action which is at variance with the CVO's first stage advice, would continue to be referred to the CVO for obtaining second stage advice.

(vii) Transparency in Works/Purchases/ Consultancy contracts awarded on nomination basis (Circular No. 005/CRD/19 dated 11.07.2018)

The award of contracts/ procurements/projects on nomination basis without adequate justification amounts to a restrictive practice eliminating competition, fairness and equity. The Commission reiterated its earlier instructions that award of contracts on nomination basis can be resorted to only in exceptional circumstances as laid down in Commission's Office Order No.23/7/07 dated 05.07.2007.

(viii) Adherence to time limits in processing of disciplinary cases (Circular No. 000/ VGL/18 dated 26.07.2018)

Refers to (i) Commission's Letter No.000NGL/18 dated 23.05.2000
(ii) Commission's

Office Order No.51/08/2004 dated 10.08.2004 (iii) Commission's Circular No.02/01/2016 dated 18.01.2016.

Timely completion and finalization of disciplinary proceedings is the prime responsibility of the Disciplinary Authority/ Administrative Authorities concerned in all Departments/ Organizations. More so, such long delays in finalizing disciplinary matters are not only unjust to officials who may be finally exonerated, but helps the guilty to evade punitive action. The Commission had earlier vide its circular no.02/01/2016 dated 18.01.2016 emphasized on the various steps needed to be taken by all concerned obviating delays at

different stages of the process right from investigation to finalization of disciplinary proceedings by way of regular monitoring of these cases/ matters.

The Commission while reiterating the above said instructions would impress upon all concerned that the time limits prescribed by the Commission/DoPT for processing disciplinary cases at various stages may be strictly adhered to. All disciplinary authorities in each Ministry/Department/Organization need to regularly monitor the progress of individual disciplinary cases and take necessary steps as deemed appropriate to ensure that the disciplinary proceedings are completed within prescribed time-limits and are not unduly delayed,

(ix) CVO to closely monitor presentation of case by Presenting Officer before the IO (Circular No. 18/VGL/044 dated 27.07.2018)

It has been noticed by the Commission that many of the CVOs are not monitoring the presentation of cases by the Presenting Officers (PO) before the Inquiry Officers (IO). Undesirable practice of POs taking decisions contrary to the position stated in the charge-sheet without the specific consent of the Disciplinary Authority has also been noticed.

In this regard attention is invited to para 7.24.3 (xi) of Vigilance Manual 2017 whereby the Presenting

Officers are required to keep the Disciplinary Authority posted with the progress of inquiry proceedings by sending a brief of work done at the end of each hearing. Attention is also invited to para 17 of Chapter 15 of the Handbook for Inquiry Officers and Disciplinary Authorities issued by ISTM (DoPT) wherein guidelines on the responsibilities of the PO during the Regular Hearing have been described in detail.

The Presenting Officer is required to lead the evidence of the prosecution logically and forcefully before the Inquiring Authority. The CVOs are required to monitor the progress of inquiry proceedings including the quality of performance of Presenting Officers before the IO on a regular basis and keep the disciplinary authorities posted about it. While examining some of the cases referred to the Commission for second stage advice, it has been noticed by the Commission that some of the Presenting Officers (POs) have taken a stand / position contrary to the stand / position stated in the charge-sheet without the explicit consent of the Disciplinary Authority. In some cases, the POs have not presented some of the listed/ relied upon documents. Further, in some cases, the POs have not even ensured that the listed witnesses are summoned and produced before the Inquiring Authority for examination and substantiating the position stated in the charge-sheet. There are also instances where the POs have not

sought additional documents to be produced before the IO even though they were felt essential for sustaining the charges/imputations.

The Commission conveys that the CVOs do not become *functus officio* once the PO is appointed in a departmental proceeding. The CVOs need to closely monitor the presentation of the case by the PO before the IO. The Commission would therefore advise all CVOs to closely monitor the presentation of cases made by the Presenting Officers before the Inquiring Authority and ensure that the cases are suitably presented before the IO on behalf of the Disciplinary Authority. The performance of the CVOs in this regard will be closely watched by the Commission. Further, for any of the observations in the conduct of the proceedings the CVO is answerable.

(x) Simultaneous action of prosecution and initiation of departmental proceedings (Circular No. 99/VGL/087 dated 31.07.2018)

As per judgements of the Hon'ble Supreme Court and guidelines of Department of Personnel & Training issued thereon, it has been reaffirmed that there is no bar in conducting simultaneous criminal and departmental proceedings. Attention is invited to the Department of Personnel & Training G.M. No.11012/6/2007- Estt.(A-III) dated 1st August, 2007 and 21st July 2016 in this regard.

The Commission while examining the disciplinary cases referred to it for advice has noticed that in cases where simultaneous action of prosecution and initiation of departmental proceedings are advised, the departmental proceedings are unduly delayed by Departments/Organisations by keeping them in abeyance on the ground that the matter is under trial in the Court. Such an approach in finalizing disciplinary matters is a matter of serious concern and is also not a correct approach.

The Disciplinary Authority has been vested with the powers to carry out its statutory duty / obligations by initiation of appropriate departmental actions. This is as much to ensure that a delinquent public servant does not get undue benefit either by the long pendency of court proceedings or by the higher standard of proof required as it is to protect innocent public servant from vexatious proceedings. It is not open to the Disciplinary Authorities to await the outcome or decision of investigating / prosecuting agency or the Court trial.

The Commission clarified that Disciplinary Authorities are vested with responsibility to ensure that employees under their control, against whom criminal trial is pending are proceeded against forthwith for simultaneous departmental proceedings. Further, a view as to whether simultaneous

disciplinary proceedings are to be initiated need to be invariably taken by the Competent Authorities at the time of considering the request for grant of sanction for prosecution itself. However, the Disciplinary Authority may withhold departmental proceedings only in exceptional cases wherein the charge in the criminal trial is of grave nature which involves questions of fact and law. In other words, in complex matters where, in case it is not possible to delineate the misconduct for the purpose of RDA. If the charge in the criminal case is of a grave nature which involves complicated questions of law and fact, it would be desirable to stay the departmental proceedings till the conclusion of the criminal case. Further, even if stayed at one stage, the decision may require reconsideration, if the criminal case gets unduly delayed. It may be noteworthy to mention that the Hon'ble Supreme Court in State of Rajasthan vs. B.K. Meena & Ors. (1996) 6 SCC 417 emphasised the need for initiating departmental proceedings and stated as below:

"It must be remembered that interests of administration demand that the undesirable elements are thrown out and any charge of misdemeanour is enquired into promptly. The disciplinary proceedings are meant not really to punish the guilty but to keep the administrative machinery unsullied by getting rid of bad elements. The interest of

the delinquent officer also lies in a prompt conclusion of the disciplinary proceedings. If he is not guilty of the charges, his honour should be vindicated at the earliest possible moment and if he is guilty, he should be dealt with promptly according to law. It is not also in the interest of administration that persons accused of serious misdemeanour should be continued in office indefinitely, i.e., for long periods awaiting the result of criminal proceedings."

The Commission advised all concerned Administrative Authorities that in cases where it is appropriate to initiate disciplinary proceedings along with criminal prosecution, the disciplinary proceedings must be initiated simultaneously.

(xi) Rotation of officers working in sensitive posts (Circular No. 18/MISC/02 dated 23.08.2018)

In reiteration of the instructions issued vide circular No. 03/09/13 dated 11.09.2013 and other related circulars issued, the Commission vide letter No. 18/Misc/02/378043 dated 1.05.2018 had issued an OM advising all Public Sector Banks, and vide letter No. 18/Misc/02/378044 dated 1.05.2018 advising all Public Sector Insurance Companies to effect rotational transfers in respect

of those officers in sensitive posts who are continuing beyond 3 years and also to report compliance within 3 months. Analysis of frauds that have taken place in Public Sector Banks as well as other organizations show that one of the reasons for such frauds was non-implementation of the rotational policy.

The Commission again reiterated that rotational transfers of officers continuing beyond 3 years may be strictly carried out from the sensitive seats/posts. It is clarified that the Commission's advice is for change from the sensitive seat/post, and not necessarily from the station, which is to be governed by the policy of the respective organizations.

Source - CVC



QUOTES

- **"There is always time to make right what is wrong."**
- *Susan Griffin.*
- **"If you tell the truth you don't have to remember anything."**
- *Mark Twain.*
- **"Greatness of man is not in how much wealth he acquires, but in his integrity and his ability to affect those around him positively."**
- *Bob Marly.*
- **"In a conflict between heart and brain, follow your heart."**
- *Swami Vivekanand.*
- **"No Legacy is as rich as honesty."**
- *William Shakespeare.*
- **"The world has enough for everyone's need, but not enough for everyone's greed"**
- *Mahatma Gandhi.*
- **"Nationalism is motivated by human race's highest ideals : Satyam, Shivam and Sundaram."**
- *Subhas Chandra Bose.*
- **"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 Father, Mother and the Teacher"**
- *A.P.J. Abdul Kalam.*
- **"Eternal vigilance is the price of liberty, power is ever stealing from the many to the few"**
- *Wendell Phillips.*

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Case Studies & System Improvement

Vigilance Division, Corporate Office Faridabad

CASE STUDY-I

CASE OF STEEL REINFORCEMENT BARS SPLICING/ JOINING BY OVERLAPPING INSTEAD OF USING MECHANICAL COUPLER

स्टील रीइन्फोर्समेंट बार स्प्लिइसिंग / जॉइनिंग में मैकेनिकल कपलर को इस्तेमाल करने के बदले ओवरलेपिंग किए जाने के संबंध में

Facts of the case

In one of the major Civil works Contract package of NHPC, the Technical specifications stipulates the use of mechanical couplers for splicing / joining steel reinforcement bars of 32 mm diameter and above. While quoting the rate of reinforcement, the cost of couplers was in-built by the bidder as per Technical specifications. However, splicing of steel reinforcement bars by overlapping was allowed during the execution instead of couplers citing urgency and saving in construction time. It is important to mention here that the reinforcement steel used by contractor was being arranged departmentally.

The relevant Contract specifications and payment thereof with regard to reinforcement steel provides that the couplers shall be used for splicing the reinforcing bars of 32 mm diameter and more as indicated in the construction



drawings or as directed by the Engineer-in-Charge and no extra measurement for payment will be made for any welding of reinforcement or mechanical couplers used.

However, the site Engineers allowed use of lap splices also in reinforcement steel of 32mm diameter & above and payments were made without effecting any recovery on account of using additional departmental steel as well as cost saving on account of not using couplers by contractor till certain period beyond which it was stopped as approval of overall deviation including reinforcement steel could not be obtained from competent authority.

Project again processed the case for approval with inter-alia updated deviation figures for use of lap in place

of couplers for reinforcement diameter of 32 mm & above wherein Contracts Division suggested to process the case as fait-accompli and without any financial implications to the Corporation. Accordingly, the case file was re-submitted by project site authorities for approval with tentative recovery of Rs. 10.50 crores on account of additional steel used for lap splicing for 32 mm diameter steel and above in addition to saving on account of no use of couplers.

Vigilance Investigation

In the meantime while Intensive Examination of this particular civil work was carried out by CTE wherein the said discrepancy was also observed and para raised. Subsequently, this para was referred by CVC to NHPC for detailed investigation. Accordingly, investigation was carried out by Vigilance Division, which revealed that approval of competent authority was required for any substitution and variation from Technical Specifications of Contract. Further, valuation of such substitution/ variation was required to be carried out in accordance with the relevant Contract Clause. However, the concerned site officers not only violated the technical specifications but also at the same time no prior approval of Competent Authority was obtained in the beginning of work for use of lap splicing replacing couplers for 32 mm & above diameter reinforcement steel and payment thereof. Further, payment for

lap splices used in place of couplers was made to contractor without making any cost adjustment (valuation of variation) in accordance with contract provisions.

During investigation, it was found that mainly three officers were responsible for execution of work as per specifications who allowed contractor to use lap splicing for 32 mm diameter and above reinforcement steel bars against couplers in violation to the contract specifications. They did not took necessary steps for recovery from contractor against the due amount on account of additional departmental steel used for lap joints for splicing and saving on account of non-use of couplers during execution of work as per contract agreement, for which minor penalty proceedings was recommended against them.

CVC also agreed to initiate RDA of minor penalty proceedings vide its tendered First Stage Advice. On conclusion of disciplinary proceedings, Minor penalty was imposed on all the three officers.

System improvement

As a preventive step for system improvement, training programs for NHPC officials on contractual matters relating to payment to the contracting agency were arranged with a specific focus on the importance of adherence to the contract agreement as well as technical specification.



CASE STUDY-II

THE CASE OF "IRREGULARITIES IN TENDER OF SUPPLY, INSTALLATION, TESTING AND COMMISSIONING OF ON-LINE VIBRATION MONITORING SYSTEM (OVMS) FOR HYDRO TURBINE GENERATOR UNITS AT A PARTICULAR POWER STATION

एक विद्युत गृह के हाइड्रो टरबाइन जेनेरेटर के ऑनलाइन वाईब्रेशन मॉनिटरिंग सिस्टम की सप्लाय, इन्स्टालेशन, टेस्टिंग एवं कमिश्निंग की निवदा में हुई अनियमितताओं से संबंधित केस

Facts of the case.

In one of the Power Station, a tender for the work "Supply, Installation, Testing and Commissioning of On-line Vibration Monitoring System (OVMS) of any reputed make for Turbine Generator units and comprehensive AMC for 5 years" was floated, which was cancelled due to not fulfilling technical qualifying requirement except one bidder. At re-tendering stage, the Schedule of Quantities and Prices of the tender document specified only seven 'makes' of OVMS, whereas, supply order for OVMS was placed to M/s XX Pvt Ltd for 'XX' make, which was other than the makes specified in the tender document. No amendment in the tender document was also issued in this regard.

Vigilance investigation:

Initially Tender was issued specifying the make of OVMS as "Any Reputed Make" in the Schedule of Quantities and Prices. Five bidders participated in the

tender. After evaluation/ deliberation, Tender Evaluation Committee (TEC) found that only one firm M/s XX Pvt. Ltd. was techno-commercially qualified for price bid opening. Therefore, TEC recommended to cancel the tender and cancellation was also approved by competent authority.

Subsequently a fresh PR was prepared for the same OVMS, recommended and approved by same set of officers as was done by in previous PR, but this time certain (07 nos) makes of OVMS were mentioned instead of 'any Reputed make' as in earlier PR. No reason/ justification or deliberations regarding quality, performance and source etc. from where they had collected the information on these seven (07) makes were given in the file noting. Thus, it was observed that only seven makes were specified in an arbitrary and non-transparent manner.

It is pertinent to mention that in case of earlier tendering for the same supply, the only technically qualified bidder was M/s XX Pvt Ltd., who was OEM of the OVMS make of 'XX'. However, the make of XX was not included in the seven makes as mentioned in fresh tender document.

Fresh NIT was floated, wherein six bidders including M/s XX Pvt Ltd submitted their bids. TEC in its recommendation, deliberated inter-alia that one of the bidder M/s XX Pvt. Ltd. had offered the Online Vibration Monitoring System of make "XX", which was other than

the makes (07 nos) mentioned in the Schedule-A of the tender document. However, TEC had recommended inclusion of 'XX' make, not a specified make in the tender document and thus qualifying the bidder M/s XX Pvt. Ltd. and 03 others for price bid opening out of total 06 bidders.

After opening the price bids, TEC recommended for award of contract to M/s XX Pvt Ltd, which emerged as L-1 bidder. The recommendation of TEC was approved by competent authority.

The investigation report revealed that no reasons/justifications were recorded in the case file/ noting for the shortlisting of makes of OVMS and no reason was mentioned for not including the 'XX' make of OVMS in the approved makes even though it was the only technically qualified bidder in previous tender which tantamount to allowing backdoor entry and preventing genuine manufacturers/suppliers of other makes for bidding in tendering process.

Further, after evaluation of fresh tender bids, TEC recommended to include the 'XX' make as an additional make other than the makes specified in the original tender. This was observed to be a modification in tender conditions/specifications in a non-transparent manner and deprived equal opportunity

to other prospective bidders, who could have offered other makes conforming to the tender specifications and thus non-compliance / violation of CVC circular No: 01/02/11 issued under 011/VGL/2014 dated 11.02.2011 with regard to maintaining transparent tendering system in general and with regard to shortlisting of firms/ finalization of specifications in particular was observed which stipulates that the specifications should be generic in nature so as to provide equitable opportunities to prospective bidders.

Outcome:

A detailed investigation report was submitted to CVC and Disciplinary Authority recommended to initiate disciplinary proceedings of Minor Penalty against 7 officers and issue of warning against 6 other officers. CVC tendered its First Stage Advice in agreement with the recommendation of DA for violation of rules, guidelines and set procedures by involved officers.

System Improvement:

Circular issued for compliance of all guidelines, Rules & Procedures, CVC circulars and due diligence and maintaining transparency in working.



System improvements undertaken by Public Sector Units, based on CTEO's advice:

CVC Annual Report 2018 Appendix VIII (Para 5.11)

- i) In a case for procurement of reactor packages by a Power PSU, a contract, valued at approximately Rs. 102.6 cr. was entered into.
 1. While comparing the price of the bidders, differential losses in reactors were capitalized and loaded in price bids. While loading losses, per KW loss was taken equivalent to approximately Rs. 3.69 lakh. However, it was very difficult to verify the losses as quoted by the bidders, at any stage. Any bidder could quote arbitrary figures of losses just to minimize the value of equivalent monetary value.
 2. The PSU was advised not to go for loading of price bid by capitalizing the losses; rather they were advised to ensure that a maximum percentage of loss was fixed for the transformers / reactors as a measure of transparency, and any bidder had to quote the losses below the allowable losses. The same has been implemented in the organization.
- ii) In a contract related to procurement of performance based refractories by a PSU:
 1. Deficiencies related to lower guaranteed life, payment conditions on actual life achieved and non-usage of leftover material were found.
 2. On advice of CTEO, a committee for systemic improvement was constituted for review and major changes were suggested.
 3. As a result, the guaranteed life was enhanced which consequently led to uninterrupted production. Payment was linked to one campaign / cycle which was defined in terms of quantity of refractories used to achieve certain output.
 4. Provision for pro rata payment beyond guaranteed life and penalty for not achieving the minimum life was envisaged for future procurements. The leftover material was to be used in different shops, as per requirement, with proper accountal.
- iii) In an Organization, it was observed that it was following a practice of calling item rate tenders for procurement of works, keeping some of items in Bill of Quantities (BOQ) on tentative basis, without indicating their quantity in the BOQ.
 1. Bidders were required to quote only the rates for such items. Such items termed as "QRO" (quote rate

only) items were provided in BOQ in anticipation of their use during execution. Such items were not examined during the financial evaluation of bids.

2. On being pointed out possible misuse and manipulation of such quantities, the organization discontinued the practice.
 3. Suitable clauses were provided in the contract agreements to deal with such unforeseen situations by executing extra or substitute item, as the need might be.
- iv) In an organization involved in the construction of strategic roads, it was observed that the practice of inviting percentage rate tenders was in vogue.
1. However, Schedule of Rates on which bidders were quoting their rates was of the year 1964.
 2. The actual quantum of work was not adequately reflected in the tender notices for such works. On being advised, the organization adopted current Schedules of Rates.
- v) Intensive Examination of one tender for procurement of 4000 nos. of passenger baggage trolleys and maintenance thereof (after two years warranty period), at cost of approximately Rs. 5.82 cr. was carried out.
1. In this tender, the principal employer, which was a PSU, wrote to the bank

for encashing bank guarantee (BG) on account of breach of the contract by the contractor, due to failure of timely supply of material. In the meantime, the contractor filed a case with Hon'ble High Court, Delhi for stay on encashing BG and stay was granted by the Court.

2. The reason given by Hon'ble High Court was that relevant clause in BG read: ".....we agree to pay to purchaser on demand and without demur the sum of Rs. 1730124.31/- or any part thereof upon presentation of a written statement by the purchaser that the amount of said demand represents damages due from the contractor to the purchaser by virtue of breach of performance by the contractor" "The (PSU) invoked the aforesaid B.G. by a letterThere is no assertion made by (PSU) that the amount of B.G. to be encashed is due for damages" "Thus clearly the invocation of B.G. is not in its terms..."
3. The format of BG was conditional in the tender conditions due to which BG could not be encashed without presentation of written statement of damages. The PSU was advised to removing this conditional clause. Accordingly, as a measure of system improvement, a revised BG format was issued making encashment unconditional.

Source - CVC



Cases arising out of Intensive Examination/ Inquiries which got converted into Detailed Vigilance Investigations (DVI)

CVC Annual Report 2018 Appendix VII (Para 5.10)

In a work of supply, installation, testing and maintenance of Wi-Fi Hot Spot Network:

1. Material to be procured was to be inspected as per quality assurance plan.
2. However no inspection was carried out except for some passive materials, which were not part of the main system. The inspection date was found to be post-receipt of material as against the provision of pre-dispatch inspection with respect to the items for which inspections were carried out.
3. The total value of work was Rs. 12.91 cr. and major portion of this was for supply of items. In view of the high proportion of supply in overall contract value, the compromise from the quality assurance plan was taken seriously and the para was referred for vigilance investigation.
4. On processing as per existing guidelines, minor penalty action against the officials concerned was recommended and the organization advised to identify other officials responsible for dispatch clearance without inspection and for forging inspection certificates.

In a tender for procuring Modern Flight Planning System at an estimated cost of Rs. 27 cr.:

1. Bids received were supposed to be evaluated on the basis of technical

criteria, mentioned in the NIT and all mandatory requirements mentioned in the NIT were to be fulfilled by prospective bidders.

2. However, during the technical evaluation of bids, one bid was rejected on the ground of non fulfillment of all mandatory requirements. On the other hand, another bid was qualified despite three mandatory requirements not being met in the offer and with conditional agreement for one of the mandatory requirements. Thus there was inconsistency in evaluating the bids, giving undue advantage to one bidder.
3. Further, the bid evaluation criteria was not disclosed to bidders prior to evaluation, despite one of the bidders communicating to the authority its request for advance disclosure of the evaluation criteria. The non-transparent evaluation of bids resulted in undue benefit to one of the bidders and this bidder was the L-1 bidder in this tender. The Para has been referred for detailed vigilance investigation.

In a procurement case of turn-key implementation of "Integrated Port Information System and Establishing a Data Centre in One Port":

1. As per the pre qualification (PQ) conditions laid down in the NIT, if the bidder was independent, it should

have possessed experience of supply, implementation and commissioning of ERP Products, IT Infrastructure (servers & related hardware) and allied works of certain values.

2. However, if the bidders were applying as a consortium, the leader was required to possess the above qualifications and the other consortium members were required to possess qualification of installation and commissioning of hardware servers and allied systems of certain value, supply, installation and commissioning data centers of certain value, and implementation of POS solution of certain value.
3. Thus any bidder, either quoting independently or quoting as leader of the consortium, should have possessed experience of supply, implementation and commissioning hardware servers, data centres, etc. There was no relaxation in qualifying criteria even if other partners of the consortium were fulfilling the prescribed requirement.
4. The issue regarding restrictive nature of PQ conditions was raised by some prospective bidders (who wanted to quote as consortium leaders with their role as system integrator and other members of consortium fulfilling the PQ conditions) during pre-bid meeting. However no such relaxation was allowed and two bidders were affected due to restrictive nature of the eligibility conditions.
5. One of the bidders was given relaxation by considering the supply experience of a sister concern and this bid was the L-1 bid for this work. The tender was awarded at Rs. 19.75 cr. against the estimated cost of Rs.

17.82 cr. The case has been referred for detailed vigilance investigation.

In a tender related to Supply, Site Survey, Installation, Commissioning and 5 year maintenance of Solar Power Packs, floated by a PSU and having an estimated cost of about Rs. 40 cr., following lapses were observed:

1. The estimate of 40000 sets was prepared based on actual purchase made for 4000 sets. Moreover, overhead and finance cost of 10% each was added in the LAR cost despite the fact that this rate of 4000 sets included provisioning for overheads and finance component in it. There was difference of Rs. 2329.60 between the L-1 cost in the supply of 4000 sets and the estimated cost for 40000 sets. Moreover the prescribed manufacturing experience for prospective bids was restrictive in nature.
2. Deficiencies were observed during technical evaluation of bids by Tender Committee. There was no mechanism in place to ensure acceptance of supply as per contract specifications. The work was awarded to more than one vendors without bringing out this condition in the tender documents,

The case was referred for detailed vigilance investigation.

In procurement cases of a PSU related to printing of currency notes, following irregularities were observed:

1. Exclusive contracts for security features (ink, m-features, security thread etc. which are essential against counterfeiting of currency) were signed in 2004-05, for a time period of 5 years. On expiry of these contracts

in 2009-10, these contracts were extended further several times, both with and without price negotiations up to 2017. Such type of extensions are tantamount to selection of source on nomination basis and this in violation of Commission's existing guidelines on the subject matter.

2. Security material of about Rs. 5.71 cr. was found unutilized and already beyond its usable life. Moreover, inventory of about Rs. 60.75 cr. was found at one unit, reflecting poorly on production and material planning; no proper accountal and disposal of waste was being done, which was sensitive material. The case has been referred for detailed vigilance investigation.

In a project related to the upgradation of a National Highway under EPC mode, costing around Rs. 200 crores, following major irregularities were observed :

Contract was awarded to a Joint Venture comprising a Foreign and an Indian firm. As per contract, the lead member of the Joint Venture was mandatorily required to execute at least 30% of the total length of the highway. Sub-contracting of not more than 70% of the total length of the project highway was allowed, that too, after obtaining explicit approval from the competent authority based on due assessment of capability, experience and resources of the proposed sub-contractor. However, the entire work was sub-contracted to a firm without obtaining any approval from the authority, without carrying out due assessment of capability and capacity of the firm and with the lead member of the JV not executing any

work at all in the project.

Since, the construction was being carried out by sub-contractors in an unauthorized manner and the qualified firms to whom the contract was awarded were not executing the work, the progress and quality of work is suffering. The project was stipulated to be completed in May, 2018 but progress of work achieved by the end of stipulated construction period was merely 50%. The reasons for delay are mainly attributed to the contractor, which are delays in mobilization of the plant, machinery and manpower, delays in submission of design/ drawings of pavement and structures, identification and finalization of borrow areas for earth for embankment construction etc.

The contractor was required to achieve various milestones of progress of work prescribed in the contract and a levy of compensation @ 0.05% of the contract value for each day of delay, subject to a maximum of 10% of the contract value, was required to be recovered from the contractor's dues in case of failure to achieve them. As the contractor failed to achieve any of the milestones stipulated in the contract agreement, an amount of 10% of the contract value should have been recovered. However, instead of recovering/withholding an amount of Rs. 20 crores from the contractor's due, much lesser amount of Rs. 9 crores was recovered.

As per the contract, interest free mobilization advance @10% of the contract value amounting to Rs. 20 crores was given to the contractor in two equal installments. The advance was Annual given without ensuring due utilization of the advance amount

in the project. Further, the recovery of the 'interest free' advance amount was linked with the progress of the work and not with the time required in contravention with the guidelines issued by CVC. Contractor was required to maintain the existing road in traffic worthy condition throughout the construction period; however, during visit to the construction site, the existing road was found to be in a dilapidated condition. Similarly, the contractor was also required to put in place prescribed safety measures throughout the construction period which were found missing during the visit of the construction site. Thus, the contractor has been unduly benefited in terms of saving the cost of maintenance of the existing road in traffic worthy condition and safety measures and the safety of the road users was also compromised. As per contract specifications, steel reinforcement from primary/original producers was to be procured; however, cheaper reinforcement steel from secondary producers was procured in violation of contract conditions.

In a work relating to construction of institutional campus costing Rs. 280 crores, bids were invited on 'design and build lump-sum' basis. On opening of the price bids of the three technically qualified bidders; M/s. A emerged as L-1 with quoted price of Rs. 355 crores, M/s. B as L-2 (a Central Govt. PSU) with quoted price of Rs. 370 crores and M/s. C as L-3 with quoted price of Rs. 425 crores. In spite of disclosure of inter-se position of the bidders, the department cancelled the tendering process on the pretext of change in location of construction site and the layouts and re-invited bids from the

same qualified bidders, except the PSU bidder who was not included citing the reason of subcontracting the work on back to back basis. In this second round of tendering, the inter-se position of the bidders got altered. The L3 of the earlier round became L1 with a price reduction of around Rs. 40 crores and the L1 became L2 on account of enhancement in their earlier quoted price by Rs. 40 crores. The reasons cited for re-invitation of the bids were not justified as the changed construction site was in the vicinity of the earlier one and further, that the layout containing location of individual buildings within the construction site had a minimal impact on pricing. Apparently, this entire exercise was aimed at awarding the contract to a particular firm. As per contract, interest free mobilization advance of Rs. 13.58 crores was stipulated to be given to the contractor; however, interest free mobilization advance of Rs. 28 crores was provided to the contractor in deviation from the contract provision.

In a work relating to doubling of railway track costing Rs. 153 crores, contract provided for use of earth having California Bearing Ratio (CBR) value (a parameter to check suitability of earth) of more than 7, and the blanketing layer over this earthwork having CBR of more than 25. However, locally available earth was used in earthwork as well as in blanketing layer, without ascertaining its CBR value. Samples of blanketing material collected during intensive examination failed to meet the prescribed CBR requirements.



सतर्कता दिवस पर कविता

शरद भटनागर, महाप्रबंधक (भूविज्ञान), भूविज्ञान विभाग, निगम मुख्यालय

सजग रहो, सतर्क रहो
अपने पथ पर अडिग रहो।।

चाहे प्रलोभनों के बवंडर तुम्हें घेरे
या असत्य का तमस तुम्हारी राह भटकाये,
पर तुम सत्य के पथ से तनिक न डिगो।।
सजग रहो, सतर्क रहो
अपने पथ पर अडिग रहो।।

भ्रष्टाचार की चकाचौंध भले तुम्हें भरमाए,
रिश्वत और प्रलोभनों का जाल तुम्हें उलझाये ।
पर तुम सत्य की राह न छोड़ो,
दिखावे के पीछे मत दौड़ो
सत्य की दिव्य रश्मियों से भ्रम के तम को तोड़ो।
सजग रहो, सतर्क रहो
अपने पथ पर अडिग रहो।।

भ्रष्टाचार के कीचड़ में तुम ईमानदारी का कमल खिलाओ,
न खुद गलत काम करो न दूसरो से करवाओ,
भ्रष्ट आचरण से कोई कभी सुखी नहीं होता है ।
बुरे काम का परिणाम सदैव बुरा ही होता है ।।
इस बात पर मनन करो ।
सजग रहो, सतर्क रहो
अपने पथ पर अडिग रहो।।



सतर्कता प्रगति का सारथी

इष्पीकेश, वरिष्ठ प्रबंधक (सिविल), परियोजना सतर्कता अधिकारी, चुटक पावर स्टेशन

हम भारत कि जनता, सजग हो जाएँ अगर,
देश हमारा प्रगति पथ पर, हो जाये अग्रसर।
बनें हम एक प्रहरी, करें हम समाज को सजग,
हो समाज सतर्क, तो बन जाये देश सतर्क।

पर औरों को सजग करने के पहले, हमें सजग होना होगा
वरना हम खुद गिर कर औरों को कैसे जगाएंगे?
सजग, सतर्क नहीं होंगे हम तो हरदम ऐसे फिसलेंगे,
जीवन की बाजी में ऐसे फिसलेंगे एवं पिछड़ेंगे।

अभियंता और चिकित्सक की थोड़ी सी चूक बड़ी होगी,
सजग-सतर्क न रहने पर जनता दुष्परिणाम झेलेगी।
शिक्षण हो या प्रशिक्षण हर जगह सतर्कता जरूरी है।
थोड़ी सी भी लापरवाही, विनाश कि धुरी है।

नेता हो या अभिनेता सब को सतर्क होना होगा,
सतर्कता कि राह पे चलके ही सच्चे समाज का निर्माण होगा।

हो वैज्ञानिक अनुसंधान या हो यानो का प्रक्षेपण,
रासायनिक विश्लेषण हो या भूगर्भ क्षेत्र का सर्वेक्षण,
कृषि हो या हो पशुपालन, या हो मीडिया संचालन,
हो कार्यालयीन कार्य या हो परिवार का संचालन,
सतर्कता ही मूलमंत्र है सफलता की।

सीना ताने सीमा पर यदि प्रहरी न हो सतर्क,
पुलिस हमारी रक्षा हेतु, अगर न हो वो सतर्क,
जीवन रक्षा, देश सुरक्षा, अमन शांति मिट जाएगा।

मैं भी सतर्क, तुम भी सतर्क ऐसे हो जाएँ समाज सतर्क,
सजग, सतर्क, सावधानी की जीवन शैली अपनाये हम,
कर्मठता का परिचय देकर लालच दूर भगाये हम,
काले करतूतों का नाश करें हम,
सतर्कता को सारथी बना देश को प्रगति पथ पर ले जाएँ हम।



भ्रष्टाचार उन्मूलन में कार्मिकों की भूमिका

संदीप सोनी, सहायक प्रबंधक (मैकेनिकल), किशनगंगा

घट्टे और भ्रष्टाचार का कैसा आलम छाया है,
कर्तव्य का भान नहीं बस उनका मकसद माया है।

काले धन की गोरी सूरत सबको ही भरमाती है,
पर सुन लो ए दोस्त मेरे ये बड़ा कहर बरपाती है।

हमने कई साहब देखें जो काली कमाई खाते हैं,
कोई मन से दुखी, कोई तन से दुखी, कहीं बच्चे बिगड़ जाते हैं।

इनकी ख्वाहिशें योजनाओं को पस्त कर देती हैं,
लाखों गरीबों को आशाओं को ध्वस्त कर देती हैं।

इसलिए भ्रष्टाचार का मिटना बहुत जरूरी है,
इसके बिना विकास की हर कोशिश अधूरी है।

शुरुआत खुदी से करनी होगी इस नए बदलाव की,
जनहित से जुड़ना होगा त्याग प्रवृत्ति लाम्बी की।

ना खाओ ना खाने दो बस यही ध्येय तुम्हारा हो,
सब बीकने पर भी अडिग रहे ऐसा ईमान तुम्हारा हो।

देशप्रेम की खातिर तुम भ्रष्टों का पर्दाफाश करो,
जमीर बेच कर खाया जिनने उन दुष्टों का नाश करो।

नव युग में नव परिवर्तन हम मिल कर संधान करें,
हर दफ्तर में ईमानदारी का दिल से हम सम्मान करें।

इन पारस लोगों से हमको सोना सा बन जाना है,
भ्रष्टाचार का करके खात्मा नया हिन्द बनाना है।

(सतर्कता जागरूकता सप्ताह 2018 के दौरान किशनगंगा पावर स्टेशन में आयोजित कविता प्रतियोगिता में प्रथम पुरस्कार प्राप्त कविता)



भ्रष्टाचार मिटाने में कर्मचारी की भूमिका

पंकज कुमार, सहायक इंजीनियर (मैकेनिकल) चुटक पावर स्टेशन

कर्मचारी आसमान से आया कोई परिंदा नहीं है।

कर्मचारी तो साधारण जनता के बीच से आया, एक सरकारी नुमाइंदा है।

हमें कर्मचारी के ऊपर उंगली उठाने से पहले,
स्वयं के भीतर झांकना होगा।

कर्मचारी को बदलने से पहले हमें अपने आपको बदलना होगा,
दूसरे को ईमानदारी से पहले, खुद (स्वयं) ही ईमानदारी सीखना होगा।

भ्रष्टाचार है क्या, यह एक ऐसी बीमारी है,
जो दीमक से भी भारी है।

दीमक तो सिर्फ लकड़ी को खोखला करता है,
भ्रष्टाचार तो पूरे समाज में फैलकर, देश को खोखला बनाता है।

कर्मचारी अगर ठान ले कि भ्रष्टाचार मिटाना है,
सारे काम ईमानदारी से नियम कायदे से निभाना है।

एक कर्मचारी ईमानदार बनेगा, वह अपने परिवार को
ईमानदारी का पाठ पढ़ाएगा, धीरे धीरे
भ्रष्टाचार से मुक्त हो जाएगा।

अतः सभी कर्मचारियों से अनुरोध करूंगा कि,
भीड़ से हटकर खुद ही की एक पहचान बनाओ,
भ्रष्टाचार मिटाओ – भ्रष्टाचार मिटाओ।

(सतर्कता जागरूकता सप्ताह 2018 के दौरान चुटक पावर स्टेशन में आयोजित कविता प्रतियोगिता में प्रथम पुरस्कार प्राप्त कविता)



आओ नया भारत बनाएं

राहुल गुप्ता, उप प्रबंधक (आईटी) चुटक पावर स्टेशन

आओ नया भारत बनाए, भ्रष्टाचार को दूर भगाइए।

आओ सब कसम खाएँ, भ्रष्टाचार न अपनाए।

यह हर कर्मचारी का दाग कलंक, यह फूँके चरित्र जैसे लंका।

देशहित में करेंगे काम, इसके सिवा सब कुछ हराम।

आओ नया भारत बनाए, भ्रष्टाचार को दूर भगाये।

यह कैसा देश बनाएँगे हम, बच्चों के लिए क्या छोड़ जायेंगे हम।

स्कूल एडमिशन में, राशन में, नौकरी में बिना डोनेशन बात नहीं बनती,

यह भ्रष्टाचार मिटाना है, भारत नया बनाना है।

कार्मिकों अपना आचरण शुद्ध बनाना है। ईमानदारी अपनाना है।

भ्रष्टाचार मिटाना है, भारत नया बनाना है।

जो भ्रष्टाचार करेंगे हम, तो देश की हानि होगी,

कोई बाहर वाला आर्थिक गुलाम बनाएगा, आजादी की कुर्बानी होगी,

इस भ्रष्टाचार ने किया लोगों को बेरोजगार, किसान हुए बेकार,

धन लेकर भाग गए परदेश सारे, चहूँ और नेता एक दूसरे को कीचड़ मारे।

हम सुधरेँगे, जग सुधरेगा। यह अलख जगाना है।

यह भ्रष्टाचार मिटाना है, भारत नया बनाना है।

हर कार्मिक की यही पुकार, भ्रष्टाचार हारे हर एक बार।

जब मैं से उठेंगे और हम बनेंगे तो देश बनेगा।

जब हम जागेंगे तब भ्रष्टाचार हारेगा, तब आएगा उजियारा ।

भ्रष्टाचार हटाना है, भारत नया बनना है।

(सतर्कता जागरूकता सप्ताह 2018 के दौरान चुटक पावर स्टेशन में आयोजित कविता प्रतियोगिता में द्वितीय पुरस्कार प्राप्त कविता)



सुरक्षात्मक सतर्कता के उपाय

Measure For Preventive Vigilance

क्रमांक Sr. No.	गतिविधि ACTIVITY	उपाय MEASURES
1	कार्य प्रक्रिया व व्यवस्था का अध्ययन करें। <i>Study the systems and procedures.</i>	कमियों को दूर करने के उपाय करें। <i>Take measures to plug loopholes.</i>
2	नियमों व विनियमों की पूरी जानकारी रखें। <i>Be thorough with rules & regulations.</i>	नियमों की अनभिज्ञता लाभदायक नहीं है। <i>Ignorance of rules is not bliss.</i>
3	दिशा-निर्देशों के अनुसार ही कार्य करें। <i>Execute work as per specifications.</i>	किसी प्रकार के परिवर्तन की स्थिति में पूरे औचित्य के साथ सक्षम प्राधिकारी का अनुमोदन प्राप्त करें। <i>In case of any change approval of Competent Authority be obtained giving full justification.</i>
4	आकस्मिक जाँच करें। <i>Conduct surprise checks.</i>	इससे कार्य प्रक्रिया की कोई भी कमी सामने आ सकती है। <i>It may reveal any shortcoming in the system.</i>
5	की गई कार्यवाही का आधार हमेशा प्रस्तुत करें। <i>Always justify action taken.</i>	उचित तर्कों को इस तरह रिकॉर्ड करें जो स्वतः स्पष्ट हों और यह दर्शाएँ कि किन स्थितियों में निर्णय लिया गया था। <i>Recording of proper justification in a lucid manner speaks itself, under what circumstances decision took place.</i>
6	दुरुपयोग संभावित क्षेत्रों की पहचान करें। <i>Identify the Grey areas.</i>	ताकि व्यवस्था की कमियाँ उजागर हो सकें। <i>Where lacunae in the system can be exploited.</i>
7	पारदर्शिता। <i>Transparency.</i>	कार्य-प्रक्रिया में पारदर्शिता लाएँ। <i>Have Transparency in working.</i>
8	सदाचार का उदाहरण पेश करें। <i>Exemplary conduct.</i>	सभी कार्यकलापों में ईमानदारी और सदाचार का उदाहरण प्रस्तुत करें। <i>Conduct should be an example of rectitude and honesty in all activities.</i>
9	हस्ताक्षर <i>Signature</i>	हस्ताक्षर करने से पहले पढ़ने की आदत बनाएँ। <i>Make a habit of reading before signing.</i>

स्वयं के लिए सतर्कता – *Vigilance For Self*

क्रमांक Sr. NO.	गतिविधि ACTIVITY	उपाय MEASURES
1	सद्गुण VIRTUES	: हमेशा दूसरों में सद्गुण देखें। अगर कोई दूसरों में दोष देखता है तो उन्हें दोष ही दिखेगा। Always see virtues in others, if one looks for faults, then one will see faults.
2	आत्ममंथन INTROSPECTION	: आत्ममंथन एवं आत्म ज्ञान के द्वारा, आत्मशांती, सद्भावना एवं खुशी का अनुभव होता है। Through introspection and spiritual knowledge, one experiences inner peace, harmony and happiness.
3	लक्ष्य GOAL	: जीवन का लक्ष्य शांतिमय खुशी प्राप्त करना है। Goal of life is to find blissful peace.
4	मानसिक योग्यता INTELLIGENCE	: मानसिक योग्य वो है, जो स्वयं के आत्मा की अच्छाई के लिए प्रयास करते हैं। Intelligent is one, who strives for the good of one's own soul.
5	जीवन LIFE	: सामान्य जीवन शैली एवं कम से कम आवश्यकता, अधिक से अधिक मन की शांति प्रदान करते हैं। The simpler the life style and fewer the needs, the greater the peace of mind.
6	अभिवृत्ति ATTITUDE	: जन अभिवृत्ति सही हो, तो प्रतीत होता है हीरो के जमीन पर चल रहे हों। When attitude is right, one realizes walking on acres of diamonds.
7	अच्छाई NOBLE	: एक ईमानदार व्यक्ति भगवान की सबसे अच्छी रचना है। An honest man is the noblest work of God.
8	अंतःकरण CONSCIENCE	: सुखी एवं सफल जीवन के लिए, अपने अंतःकरण की आवाज सुने एवं सही राह अपनाए। Listen to the voice of conscience and follow the path of righteousness to be happy and successful in life.
	अनुभव EXPERIENCE	: दूसरे के प्रति सम्मान एवं सद्गुण का व्यवहार रखें इससे जीवन में शांति का अनुभव होता है। Talk about the glories and virtues of others and one will experience peace in life.

Glimpses Inauguration Vaw 2018 at Corporate Office





Glimpses of Essay & Declamation (Speech) Competitions for Employees at Corporate Office Faridabad



Glimpses of Prize Distribution for Competitions organised for Employees at Corporate Office, Faridabad



**Glimpses of Drawing Competitions for
Employees Children, NHPC Colony Faridabad**



**Glimpses of Prize Distribution Ceremony for
Drawing Competitions NHPC Colony Faridabad**

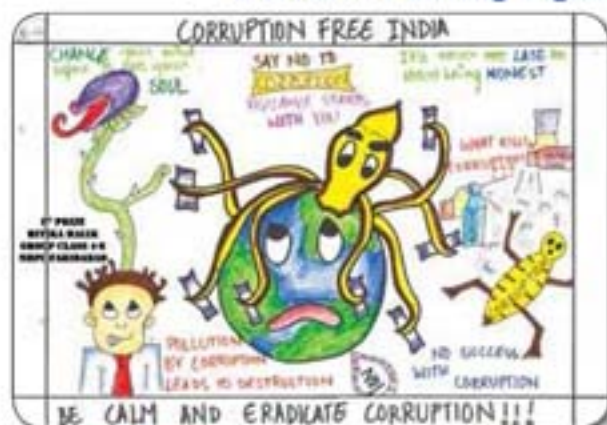




Glimpses of Nukkad Natak & Walkathon, Faridabad



Prize Winner Drawing & Painting Competition, NHPC Corporate Office, Faridabad during Vigilance Awareness Week 2018



First Prize Ritika Malik, Group-II



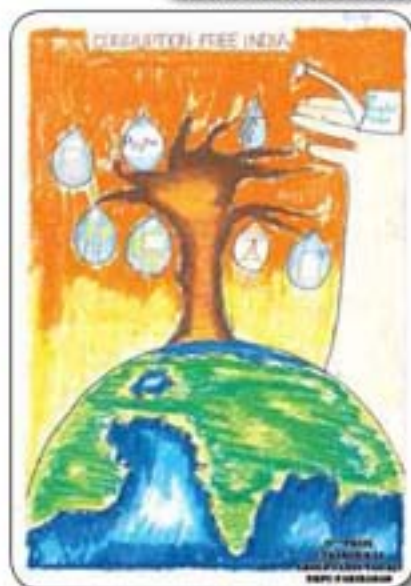
Second Prize: Unnati Priya, Group-II



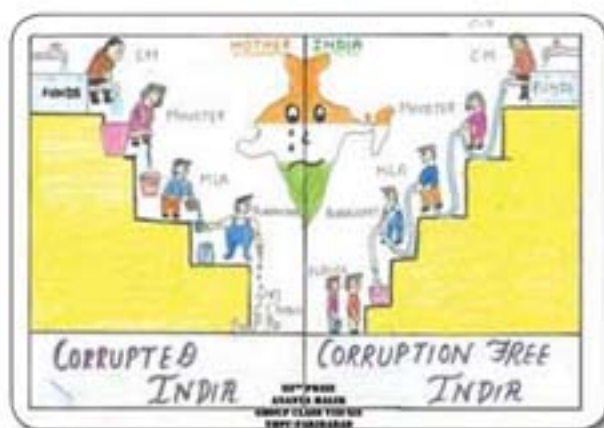
Third Prize: Aarohi Gupta, Group-II



First Prize: Akansha Tayal, Group-III



Second Prize: Utkarsh Raj, Group-III

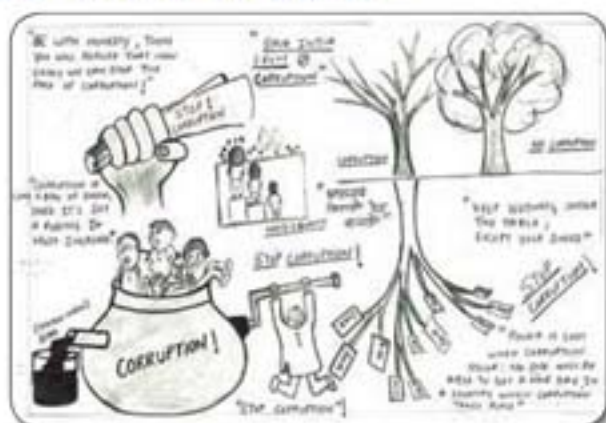


Third Prize: Ananya Malik, Group-III

Prize Winner Drawing & Painting /Poster Competitions in College/Schools at Faridabad during Vigilance Awareness Week 2018



First Prize: Shivani Tanwar, DAV College, Faridabad



Second Prize: Janvi Tyagi, DAV College, Faridabad



Third Prize: Anjali Sharma, DAV College, Faridabad



First Prize: Tejveer Rana, Mech. YMCA, Faridabad

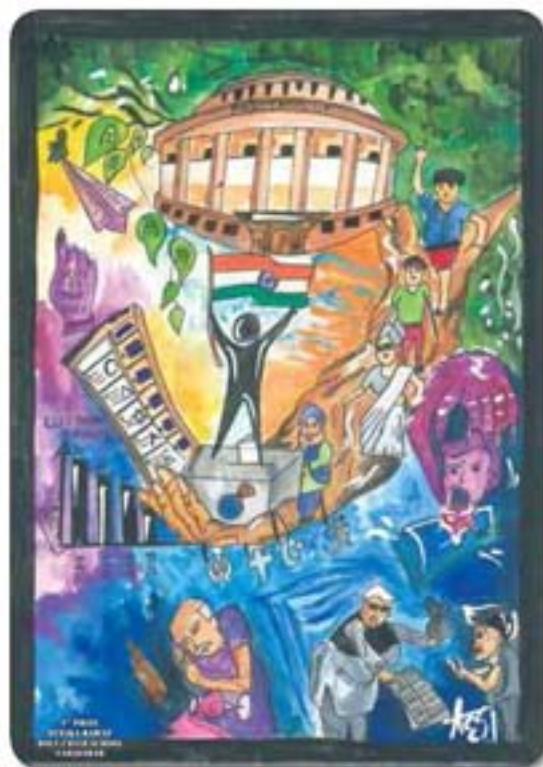


Second Prize: Srijan, YMCA, Faridabad



Third Prize: Ms Swaty, YMCA, Faridabad

Prize Winner Drawing & Painting /Poster Competitions in College/Schools at Faridabad during Vigilance Awareness Week 2018



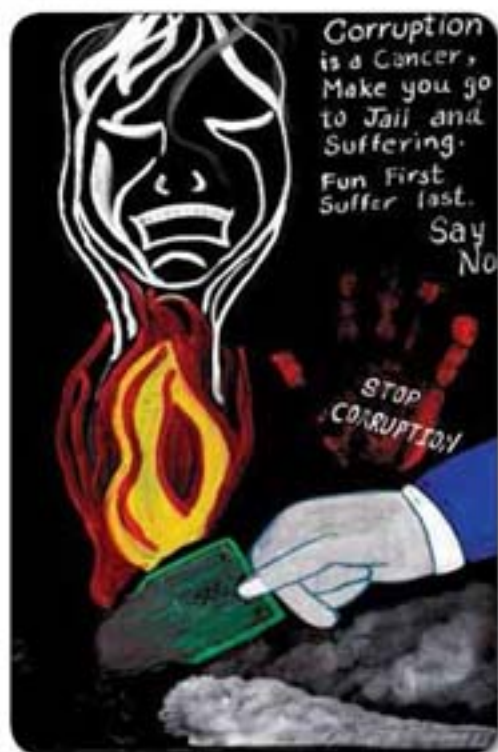
FIRST PRIZE: Yuwika Rawat, Holy Child Public School Faridabad



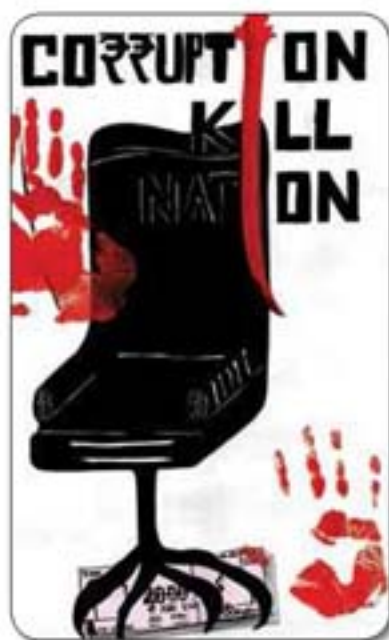
SECOND PRIZE: Anisha Bansal, Holy Child Public School Faridabad



THIRD PRIZE: Sofia, Holy Child Public School Faridabad



K.L. Mehta Dayanand College for Women, Faridabad



K.L.Mehta Dayanand College for Women, K.L.Mehta Dayanand College for Women, Faridabad

परियोजनाओं में सतर्कता जागरूकता सप्ताह 2018 की झलकियाँ
सत्यनिष्ठा प्रतिज्ञा



क्षेत्रीय कार्यालय, बनीखेल



बैरास्थूल पावर स्टेशन



दुलहस्ती पावर स्टेशन



चमेरा-II पावर स्टेशन



निम्मो बाजगो पावर स्टेशन



सेवा-II पावर स्टेशन



उथरी पावर स्टेशन



क्षेत्रीय कार्यालय, जम्मू



चुटक पावर स्टेशन



रहित पावर स्टेशन

परियोजनाओं में सतर्कता जागरूकता सप्ताह 2018 की झलकियाँ सत्यनिष्ठा प्रतिज्ञा



तीस्ता-IV परियोजना



तीस्ता लो डैम-IV पावर स्टेशन



किशनगंगा जल विद्युत परियोजना



सुबानसिरी लोवर परियोजना



पार्कती-II जल विद्युत परियोजना



क्षेत्रीय कार्यालय सिलिगुड़ी



धोलीगंगा पावर स्टेशन



कोटलीभेल 1A परियोजना



टनकपुर पावर स्टेशन



लोकतक पावर स्टेशन

परियोजनाओं में सतर्कता जागरूकता सप्ताह 2018 की झलकियाँ सत्यनिष्ठा प्रतिज्ञा



क्षेत्रीय कार्यालय ईटानगर



उरी-II पावर स्टेशन



तीस्ता-V पावर स्टेशन



चमेरा-III पावर स्टेशन



तीस्ता लो डेम-III पावर स्टेशन



पार्गली-III पावर स्टेशन



चमेरा-I पावर स्टेशन



क्षेत्रीय कार्यालय चण्डीगढ़



सलाल पावर स्टेशन



दिबांग बहुउद्देशीय परियोजना

महाविद्यालयों में सतर्कता जागरूकता सप्ताह 2018 की झलकियाँ
डीएवी इन्स्टीट्यूट ऑफ मैनेजमेंट, फरीदाबाद



वाईएमसीए, फरीदाबाद





जवाहरलाल नेहरू कॉलेज, फरीदाबाद



के.एल. मेहता दयानंद महिला कॉलेज, फरीदाबाद



विद्यालयों में सतर्कता जागरूकता सप्ताह 2018 की झलकियाँ
होली चाईल्ड पब्लिक स्कूल, फरीदाबाद





मुरारी लाल पब्लिक स्कूल, फरीदाबाद



विद्यालयों एवं महाविद्यालयों (चम्बा) में सतर्कता जागरूकता सप्ताह 2018 की झलकियाँ







विद्यालयों एवं महाविद्यालयों (कुल्लू) में सतर्कता जागरूकता सप्ताह 2018 की झलकियाँ





विद्यालयों एवं महाविद्यालयों (कारगिल) में सतर्कता जागरूकता सप्ताह 2018 की झलकियाँ



सत्यनिष्ठा क्लब – डीएवी कॉलेज, फरीदाबाद की झलकियाँ



सत्यनिष्ठा क्लब – मुरारीलाल पब्लिक स्कूल, फरीदाबाद की झलकियाँ



सतर्कता अधिकारियों के प्रशिक्षण कार्यक्रम चंडीगढ़ की झलकियाँ



सतर्कता अधिकारियों के प्रशिक्षण कार्यक्रम बड़ोदरा की झलकियाँ



नया देश नया परिवेश

आसीत रंजन पटनायक, प्रबंधक (विद्युत) घुटक पावर स्टेशन

आएगा आएगा नया जमाना जरूर
दुनिया दुनिया गाएगी गाएगी नया तराना जरूर
अपने कृषक भी, नई नई तकनीकें अपनाएंगे
नई तकनीकों के सहारे, रिकॉर्ड खेती उपजाएंगे।
जात-पात की सोच से हम, ऊपर उठकर आएँगे
ऊँच-नीच की भावनाओं को, मन से हटाएँगे।
युवाओं की कुशलता को, और भी बेहतर करेंगे
सब मिलकर देश को हम, श्रेष्ठ बनाएँगे।
गंदगी को दूर करके, स्वच्छता को अपनाएंगे
स्वच्छ भारत के साथ, स्वस्थ भी बने रहेंगे।
न कोई भूखा रहेगा, न गरीबी होगी,
देश में सभी के साथ, समता बनी रहेगी।
अन्याय को न सहेंगे, न हम अन्याय करेंगे,
ईमानदारी की राह पर, सदैव आगे बढ़ेंगे।
अपने वतन की हम, इज्जत बढ़ाएंगे,
देश के टुकड़े कभी, हम न होने देंगे।



अस्वीकरण

यह पत्रिका मात्र सांकेतिक है, अपने आप में सुविस्तृत नहीं। यह संबंधित विषय पर किसी भी प्रकार से किसी नियम, प्रक्रिया तथा वर्तमान अनुदेशों मार्गदर्शी सिद्धान्तों को प्रतिस्थापित नहीं करता है। इस पत्रिका में प्रस्तावित प्रावधान किसी भी प्रकार से किसी भी निगम के कोड्स एवं परिचयों का जिनका इसमें हवाला दिया गया है, का अधिक्रमण नहीं करता एवं मामलों को सही संदर्भ में समझने के लिए इन्हें अन्य संगत पॉलिसी, सर्कुलर के समायोजन के साथ पढ़ा जाना चाहिए। इस पत्रिका को किसी भी न्यायालय में प्रस्तुत नहीं किया जाना चाहिए एवं जहाँ कहीं आवश्यक हो तो संबंधित विषय से संबंध मूल आदेश को ही प्रस्तुत किया जाना चाहिए। इस पत्रिका में छपे हुए लेखों में दिए गए आकड़ों की सत्यता की पूर्ण जिम्मेदारी लेखक की है न कि सतर्कता विभाग एनएचपीसी की।

Participate in the fight against corruption Take online integrity pledge today
Log in to Integrity Pledge Website <https://pledge.cvc.nic.in/>



सत्यमेव जयते

केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION

ईमानदारी – एक जीवन शैली
Integrity - A Way of Life

सत्यनिष्ठा प्रतिज्ञा
INTEGRITY PLEDGE

एक नागरिक के रूप में
AS A CITIZEN

— OR —

एक संगठन के रूप में
AS AN ORGANIZATION

प्रतिज्ञा तीन आसान चरणों में ले
TAKE PLEDGE IN THREE EASY STEPS

प्रतिज्ञा स्वीकार करें
ENTER ABOUT YOURSELF

प्रतिज्ञा स्वीकार करें
SELECT PLEDGE LANGUAGE

प्रतिज्ञा स्वीकार करें
MAKING FINAL PLEDGE

यदि प्रतिज्ञा पहले ही ले चुके हैं तो कर्तव्यपत्र का डाउनलोड कर लें। If already taken Pledge, Get the Certificate of Commitment

 प्रमाण पत्र अपने ई-मेल/मोबाइल पर भेजें। (Send certificate to your Email/Mobile)

— OR —

 प्रमाण पत्र डाउनलोड करें। (Download Certificate)

CERTIFICATE OF COMMITMENT



सत्यमेव जयते

केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION

Certificate of Commitment

This is to certify that

XXXX

has adopted the Integrity Pledge and is committed to uphold highest standards of honesty & integrity and to follow probity and rule of law in all walks of life



3829945945



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Secretary

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सर्तकता विभाग का प्रकाशन A Publication of the Vigilance Division



एन एच पी सी लिमिटेड

(भारत सरकार का उद्यम)

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CIN: L40101HR1975GOI032564

वेबसाइट: www.nhpcindia.com

Cover Photo: Power House, Chamara-I Power Station, Chamba (Himachal Pradesh)