

SUCHARITATM

VOLUME - XXIII October - 2020

(For Restricted circulation among MDL Employees Only)

हमेशा रहें आप सतर्क सावधान,
देश बनें हमारा समृद्ध महान ।



सतर्क भारत, समृद्ध भारत
Vigilant India, Prosperous India.



VIGILANCE DEPARTMENT
MAZAGON DOCK SHIPBUILDERS LIMITED
MUMBAI - 400 010.

**CMD & FUNCTIONAL DIRECTORS
OF
MAZAGON DOCK SHIPBUILDERS LTD.**



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Chairman & Managing Director**



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Director (Submarine & Heavy Engineering)**



**Shri Sanjeev Singhal
Director (Finance)**



राष्ट्रपति
भारत गणतंत्र
PRESIDENT
REPUBLIC OF INDIA

MESSAGE

I am happy to know that the Central Vigilance Commission is observing Vigilance Awareness Week on the theme "सतर्क भारत, समृद्ध भारत - Satark Bharat, Samriddh Bharat" (Vigilant India Prosperous India)" from 27th October to 2nd November 2020 which coincides with the birthday of Sardar Vallabhbhai Patel.

Corruption has been regarded as one of the foremost hindrance to national development and progress. We must strive to promote integrity and to combat corruption in all walks of life. It is our duty to be a vigilant citizen and prevent corruption of any form in the world around us.

I congratulate Central Vigilance Commission for promotion of systemic improvements and good practices. CVC has taken several proactive steps in disposal of cases in time bound manner. Administering Integrity Pledge and conducting workshops for sensitising on issues related to anti-corruption are appreciable steps in the right direction.

An effective and pro-active vigilance machinery can contribute towards improving the quality of governance. We must take this opportunity to renew our commitment to achieve the goals of promoting integrity, transparency and accountability in public life for a better future.

I extend my greetings to all those associated with the Central Vigilance Commission and wish the campaign every success.


(Ram Nath Kovind)

New Delhi
October 19, 2020



भारत के उपराष्ट्रपति
VICE-PRESIDENT OF INDIA

MESSAGE

I am happy to know that Vigilance Awareness Week is being observed by the Central Vigilance Commission (CVC) on the theme 'Satark Bharat, Samridhh Bharat' (Vigilant India, Prosperous India), from 27th October to 2nd November, 2020.

The social and economic progress of a society is not possible without combating the menace of corruption in the public life. A transparent and corruption free governance system is an essential tool for economic development and progress of a society or a country.

I am sure the public awareness campaign ran by the CVC during the Awareness Week every year sensitizes the public about the ill-effects of corruption and embolden them to adopt a fair system based on the principles of justice and equality in all walks of life.

Let us come together and take a pledge on this occasion to adopt a transparent and efficient work culture, free of corruption and nepotism in our day-to-day conduct and actions.


(M. Venkaiah Naidu)

New Delhi
15th October, 2020.



सत्यमेव जयते

प्रधान मंत्री
Prime Minister

MESSAGE

It is heartening to learn that the Central Vigilance Commission is observing Vigilance Awareness Week from 27th October to 2nd November 2020. This year's theme - '*Satark Bharat, Samriddh Bharat*' invokes collective alertness of all citizens for a strong and prosperous nation.

We are marching ahead with resoluteness to build a New India that is self-reliant, a nation that continuously expands its capabilities and focuses on skill acquisition. Our resolve is powered by people's participation.

Our vision of development is human-centric, one where the fruits of prosperity reach everyone in an equitable manner. This can be realized only when 130 crore Indians remain aware and vigilant and perform their duties and responsibilities as proud citizens.

In the last few years, we have repealed several outdated laws and simplified processes. We have been striving to utilize technology optimally to improve Ease of Living and enhance Ease of Doing Business.

We have worked tirelessly to remove corruption and punish the corrupt. In New India, there is no tolerance for corruption and no place for middlemen. It is imperative that vigilant citizens as equal partners strengthen the processes for effective delivery unto the last.

I am sure that the observance of the Vigilance Awareness Week will inspire people to rededicate themselves for the new work culture of transparency and responsibility. Let us collectively work towards making our nation more vigilant and prosperous.

Best wishes to the Central Vigilance Commission for its endeavours.

(Narendra Modi)

New Delhi
आश्विन 29, शक संवत्, 1942
21st October, 2020

डा. जितेन्द्र सिंह

केन्द्रीय राज्य मंत्री (स्वतंत्र प्रभार)
उत्तर पूर्वी क्षेत्र विकास मंत्रालय,
राज्य मंत्री प्रधान मंत्री कार्यालय,
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय,
परमाणु उर्जा विभाग तथा अंतरिक्ष विभाग,
भारत सरकार



DR. JITENDRA SINGH

Union Minister of State (Independent Charge),
Development of North Eastern Region (DoNER),
Minister of State, Prime Minister's Office,
Ministry of Personnel, Public Grievances and Pensions,
Department of Atomic Energy & Department of Space,
Government of India

MESSAGE

I am pleased to know that “सतर्क भारत, समृद्ध भारत - Satark Bharat, Samriddh Bharat (Vigilant India, Prosperous India)” has been chosen for the theme for the Vigilance Awareness Week being observed from 27th October to 2nd November, 2020.

Corruption is a factor which hinders the progress of our country. We need to therefore, spread awareness of the threat posed by corruption in our national progress. The Government is fully committed to the policy of Zero tolerance against Corruption and the observance of the Vigilance Awareness Week is a right effort in this direction.

This effort is very important at a time when the country and the world are facing an unprecedented crisis. It becomes all the more necessary to focus on our core values of Truth and Integrity. I commend the Commission's focus on internal improvement of organizations and activities during this year's campaign.

I wish the Central Vigilance Commission all success in its efforts in observing Vigilance Awareness Week – 2020 and in achieving our vision of “Corruption Free India”.

(Dr. Jitendra Singh)
MBBS (Stanley, Chennai)
MD Medicine, Fellowship (AIIMS, NDL)
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सत्यमेव जयते

केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लैक्स,
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सं./No.....

दिनांक / Dated.....08.10.2020.....

MESSAGE

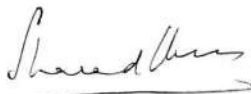
Vigilance Awareness Week (27th October to 2nd November 2020)

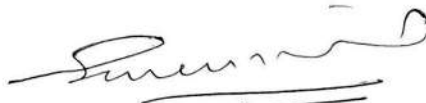
The Commission observes the Vigilance Awareness Week to emphasize the importance of integrity in public life. We are fully committed to implement the policy of "Zero Tolerance against Corruption".


"सतर्क भारत, समृद्ध भारत - Satark Bharat, Samridh Bharat (Vigilant India, Prosperous India)" has been chosen as the theme this year. Development and progress of the nation takes place when individuals and organisations are vigilant in safeguarding integrity as a core value.

The Commission believes that citizens and organisations must look inwards at a time when the world is facing an unprecedented crisis. All organisations may focus on improvement of internal processes and activities during this year. Systemic improvements may be carried out to improve the delivery of public services in all organisations. Training and capacity building of staff is an important component supporting this objective. We have been encouraging organisations to implement these initiatives.

The Commission appeals to all citizens to actively work towards promotion of integrity in all aspects of life for the progress of the country.


(Sharad Kumar)
Vigilance Commissioner


(Suresh N. Patel)
Vigilance Commissioner


(Sanjay Kothari)
Central Vigilance Commissioner

FOREWORD



I am glad to note that Vigilance Department is bringing out the 23rd edition of 'SUCHARITA', in-house journal on the occasion of 'Vigilance Awareness Week-2020', being observed from 27th October, 2020 to 02nd November, 2020.

Vigilance is undoubtedly an important management function. It has positive role to perform in a successful organization. It assists the organization in maintaining integrity, transparency and fairness in its business dealings. The basic objective of observance of 'Vigilance Awareness Week' is to sensitize all stakeholders about the ill-effects of corruption and its consequences in the society and development of nation. I am hopeful that "Sucharita" will serve as a means to inculcate better values among its employees.

This year, the theme of 'Vigilance Awareness Week' is "**Vigilant India, prosperous India**". We, in MDL, are committed to abide by the values, ethics, integrity, transparency and accountability while making day-to-day decisions for a corrupt free and prosperous MDL of tomorrow.

I appreciate the efforts made by Vigilance Department in publishing 'SUCHARITA - XXIII' which is not only insightful but stimulating the thoughts of readers. I am glad that vigilance department is making sincere efforts in creating awareness about policies and guidelines through their various sensitization training/awareness programs, primarily focusing on preventive and participative vigilance administration.


VADM. NARAYAN PRASAD, IN (Retd.)
CHAIRMAN & MANAGING DIRECTOR

Mumbai
19th October 2020

PREFACE



'Vigilance Awareness Week (VAW) - 2020' will be observed in MDL from 27th October, 2020 to 02nd November, 2020. On this occasion, Vigilance Department is bringing out in-house Journal "SUCHARITA-Volume XXIII".

Vigilance is not a standalone activity. It should be everyone's responsibility. Corruption can be symptomatic of many social ills so the fight against it must be multifaceted. The very purpose of vigilance awareness week is active participation of all stakeholders in fighting the menace of corruption and to promote integrity, transparency, fairness and equity in governance.

Corruption is a major obstacle to economic development. Corruption hinders growth and prosperity by distorting business activity, reduces investment, dampens the intended effect of policies, and hinders the functioning of institutions. Therefore, to promote integrity in all aspect of public life, this year the Commission has chosen the theme "सतर्क भारत, समृद्ध भारत - Vigilant India, Prosperous India".

I am glad to note that in MDL, Vigilance functions are more proactive, participative and preventive and is an integral part of managerial function. Vigilance department is serving its purpose to enhance the level of managerial efficiency and effectiveness in the organization and to create an environment conducive for attaining the Corporate goals through good governance.

I am sure that with collective, cooperative and whole hearted efforts of all of us, we can create a corruption free, healthy work environment in the organization.

Vigilance Department of MDL convey its sincere thanks to Chairman & Managing Director and all functional Directors for their guidance and co-operation in making this celebration of 'Vigilance Awareness Week' a grand success.

**MAHESH CHANDRA, IRSS
CHIEF VIGILANCE OFFICER**

**Mumbai
19th October 2020**

INDEX

Sl. No.	Contents	Page No.
1.	Systemic Improvements Suggested & Implemented	01
2.	Corruption in India, ill effects, causes and remedies - Shri. Mahesh Chandra, CVO	04
3.	Vigilant India, Prosperous India - Shri. T. J. Jacob, AGM (Vigilance)	06
4.	Build a Corruption Free New India - Shri. Suresh S. Kadam, AGM (SB - HR & ER)	08
5.	Creative Vigilance for Preventive Vigilance - Shri. Manoj Meshra, DGM (Vigilance)	11
6.	Self Vigilant through Spiritual Way - Shri. S. Pradhan, AGM (HR-CR)	13
7.	ईमानदारी – सुख का मूल - श्री. प्रकाश चन्द्र झा, उप महाप्रबंधक (जनि-कार्य)	14
8.	Ethics - A way of Life - Shri. Santosh B. Sonone, DGM (Vigilance)	18
9.	Sensitive Posts & Rotational Transfer - Shri. T. J. Jacob, AGM (Vigilance)	20
10.	सहमत सूची, संदिग्ध सत्यनिष्ठावाले अधिकारी और सतर्कता निकासी - श्री. विवेक शि. मोरे, मुख्य प्रबंधक (सतर्कता)	24
11.	Journey of Lokpal Act in India - Shri. Ritu Raj, DM (Estate)	28
12.	सतर्क भारत – समृद्ध भारत - श्री. रामप्रीत एच. यादव, सहायक प्रबंधक (राजभाषा अनुभाग)	31
13.	Work Ethics - Smt. Priya Kumari w/o Shri. Amit Kumar, DM (C-MP)	33
14.	स्वर्णिम भारत की कल्पना - श्री. प्रकाश चन्द्र झा, उप महाप्रबंधक (जनि-कार्य)	37
15.	VAW 2019 - Prize Winning Slogans	40
16.	VAW 2019 - Prize Winning Essays - Marathi - Hindi - English	41 46 53
17.	VAW 2019 - Photographs - Inaugural Ceremony in MDL - Talk by Eminent Speaker (Shri. Raghunandan Prasad, IRSS (Retd.)) - Skit at MDL Firehat - Elocution contest - Govt. ITI College, Shahapur - CVO's interaction with MDL executives - Motivational Talk - in Apprentice Training School (ATS) - Sensitization of MDL CISF Jawans - Short Skit - Nutan Madhyamik Vidyalay, Kharade Village, Shahapur - Essay Copetition - Sir Jacob Sasoon School, Mumbai - National Unity Day in MDL - Gram Sabha, Kharade Village, Shahapur	03 10 17 27 36 39 45 52 58 60 61
18.	VAW 2020 - Photographs - Sensitization Programme to MDL Executives - Sensitization Programme in Apprentice Training School (ATS)	62 63
19.	VAW 2019 - Prize Winning Poster	59
20.	Contact Details for Complaints	64

SYSTEMIC IMPROVEMENTS SUGGESTED / IMPLEMENTED

1. Procurement as per Sample

1.0 Brief Introduction:

In a tender of standard coded item, it was stipulated that the item should be as per the sample. No detailed specifications were mentioned in the tender except physical parameters. As per the tender the bidders were required to view the sample at MDL prior to submitting their bid. On receipt of order, the successful bidder was to supply the bulk material after approval of the sample as mentioned in the tender.

1.1 Background:

On investigation, it was observed that the required item was described by its dimensions only and not with the material specifications. It was also not verified whether all the participant bidders have quoted for the tendered item after viewing the sample. No record was maintained about any bidder visiting the concerned department and having viewed the sample prior to bidding. All the bidders were technically qualified based on the confirmation given in their bid.

It was not clarified in the tender who will approve the sample prior to bulk supply. The successful bidder on receipt of comments from the commercial/purchase department supplied the material as per ordered quantity but with poor quality and deviation in physical parameters. The material was rejected based on non-compliance to physical parameters during receipt inspection resulting in delay in procurement of required item. If the dimensions of the said materials had been as per order, the poor quality material would have been accepted as the material specification was not mentioned in the tender/order. during receipt inspection resulting in delay in procurement of required item.

1.2 Implementation:

The following Systemic Improvements were suggested and implemented.

- (i) Necessary directives were issued to review and update the technical specifications & physical parameters of the coded items.
- (ii) If the bids are required to be invited based on samples in unavoidable circumstances, the tender should clearly indicate the items for which samples are applicable. The name/contact no. of the executives responsible for showing sample to the interested bidders must be mentioned in the tender. The procedure, time line and the approving authority for sample prior to bulk supply must be indicated in the tender and subsequently reflected in the purchase order under a separate clause.
- (iii) The record in a prescribed format is to be maintained indicating the name of the vendor and their representative visiting the department to view the specific sample w.r.t. specific tender.

1.3 Impact and Benefits:

In cases of procurement through samples where exact specification cannot be defined, it can be ensured whether the bidder has quoted as per sample. The procedure and time line w.r.t. sample approval are defined hence, non-conformity in material or non-compliance to set procedure is accountable and transparent. Unwanted delay in procurement is minimized.



2. Medical Claim Availed by Executives

2.0 Brief Introduction:

Vigilance department conducted a surprise check on Declaration of Dependent Family Members for availing Medical Benefits. As per the prevailing guide lines, the limit of income prescribed for medical dependent from all sources was Rs. 3,500/- per month (revised to Rs 9,000/- w.e.f. 30.09.2019).

2.1 Background:

During the investigation, it was revealed that some Executives have declared father and mother as dependent for the purpose of Medical benefit though the parents were in receipt of rental income which was more than the prescribed limit of income from all sources for the purpose of medical benefits.

From the investigation, it was also revealed that some executives are claiming Income tax rebate by submitting rent receipts obtained from their father and also they are availing medical benefits for his/her father/mother.

During the Investigation, the following irregularities were observed;

- (a) Employees are submitting false medical declaration to gain unlawful benefit from the organization though the income of their parents is more than the prescribed limit of income as per prevailing guidelines.
- (b) Employees are **availing unlawful claims** by submitting false dependent declaration form to HR department.
- (c) There is no single window to verify the declaration of dependent forms submitted by the employees and to verify the rent receipts submitted by executives for availing rebate on house rent.

2.2 Implementation:

Vigilance department recommended to recover the wrong medical claims submitted by the Executives to the tune of Rs. 5 lakhs.

Following systemic improvements were also suggested.

- (i) HR department is the custodian of declarations of dependents forms submitted by the employees. However, the rent receipts for the purpose of income tax rebates are submitted to Pay Roll Dept. A suitable procedure/system be put in place so that HR dept. can access the details of above rent receipts to verify the declarations of dependents submitted by the employees.
- (ii) Regular checks to be conducted by HR dept. to detect such wrong claims.

2.3 Impact and Benefits:

Due to Regular checks by HR department, wrong claims and false medical declaration can be minimized/nullified.

VIGILANCE AWARENESS WEEK - 2019 : INAUGURAL CEREMONY IN MDL ON 29.11.2019



**CORRUPTION IN INDIA,
ILL EFFECTS,
CAUSES AND REMEDIES**



Shri. Mahesh Chandra
CVO - MDL

Of the many evils of civilization, corruption and crime have caused maximum suffering to the mankind.

Corruption in India is one of most burning issue which affects the economy of central, state and local government agencies in many ways. Corruption is key element in economic under performance and a major obstacle to poverty elevation and development. The corruption hurts the poor disproportionately. Statistical data proves that countries with high levels of corruption experience poor economic performance.

Corruption hinders economic development by reducing domestic investment, discouraging foreign direct investment, encouraging overspending in government, and distorting the composition of government spending. It also wastes our taxes that have been earmarked for important community projects.

Corruption can affect income inequality through biased tax system. Corruption can lead to poor tax administration or exemptions that could favor the wealthy ones with connections. As a result, the progressivity of the tax system could reduce, thus income inequality is possible. Corruption is also the main cause of poverty as rich are getting richer & poor are getting poorer. Not all the packages, compensation announced by government reach the poor, minorities and backward communities.

A study conducted by Transparency International in 2005 recorded that more than 62% of Indians had at some point or another paid a bribe to a public official to get a job done. In 2008, another report showed that about 50% of Indians had first-hand experience of paying bribes or using contacts to get services performed by public offices. The entire nexus of government officials, politicians, real estate developers and law enforcement officials control the property trade, wherein they acquire and sell land illegally. In India, 38% of land deals involve some form of bribes, mostly because for the buyer, that's the only option left. According to Transparency International, truckers pay ₹222 crore in bribes every year. Authorities such as government regulators, police, forest and sales and excise force stoppages on roads, and 60% of these are for extorting money. These delays lead to an egregious loss in productivity. In India, 31% of members of parliament have criminal cases against them. Just about 40% of grain intended for the poor reaches them. In 2019, Transparency International ranked the country at 80th place out of 198 in Corruption Perceptions Index (CPI), reflecting steady decline in perception of corruption among people.

The largest contributors to corruption are entitlement programs and social spending schemes enacted by the Indian government. Examples include the Mahatma Gandhi National Rural Employment Guarantee Act and the National Rural Health Mission.

The causes of corruption in India include excessive regulations, complicated tax and licensing systems, numerous government departments with opaque bureaucracy and discretionary powers, monopoly of government controlled institutions on certain goods and services delivery,

and the lack of transparent laws and processes. Some of the important cause of corruption are listed as under:

- Low pay Scales and Wages.
- Lack of Severe and Fast Punishments
- Lack of Unity in Public
- Lack of Fundamental Rights Awareness
- Lack of Transparency in Deals and Affairs
- Lack of Independent detective agency
- Lack of enough powers to the judicial system in India
- Lack of Accountability
- Unhealthy Competition Encouragement in India
- Lack of Effective Management and Implementation
- Lack of Economic Stability in India
- Unemployment, Poverty and Hunger
- Limited educational Institute and poor Medical Infrastructure.
- Vast Size of Population is the biggest Cause of corruption.
- Nexus between political parties and Industrialist.
- Emergence of political elite who believe in interest-oriented rather than nation-oriented programs and policies
- Tolerance of People Towards Corruption

We can cure corruption in India to a greater extent by adopting following measure:

- ✓ Simplify the process of awarding punishment to public servants.
- ✓ Try to make Indian Society Cashless as early as possible.
- ✓ Increase number of online transactions and provide bill/invoice for every transaction.
- ✓ Bring political parties under RTI Act.
- ✓ Set eligibility for Indian Politician
- ✓ Increase in digital and e-Governance.
- ✓ Transparent tax structure by clean and clear enforcement.
- ✓ Bring transparency in Indian Economic System
- ✓ More Police reforms and Powerful judiciary.
- ✓ Blacklist corrupt businessmen.
- ✓ Bring more transparency in government job recruitments.
- ✓ Keep inflation low.
- ✓ Speed up the judgement and increase the number of courts.
- ✓ Citizenship cancellation could be a highest level of punishment if their crime score reaches a certain extent.
- ✓ Disrespecting the dishonest ones.

Corruption can be symptomatic of many social ills so the fight against it must be multifaceted and collectively. Dream of prosperous India can be fulfilled if we remain vigilant in all walk of public life and make India a corruption free nation.

JAI HIND !

(Courtesy : Transparency international's reports and other materials available on net)

Think positive, talk positive, feel positive.

**VIGILANT INDIA,
PROSPEROUS INDIA**



Shri T. J. Jacob
AGM (Vigilance)

The more Vigilant each one of us is, the more prosperous India would be.

If we can plug the leakage from public exchequer through vigilant approach, it will lead to strengthening of Govt treasury which in turn will enhance the Govt to spend more for the welfare and prosperity of the Nation. This requires the personal involvement of each and every citizen across the cross section of India. "Who Cares" attitude exhibited by many of us needs to be changed. We need to realize that each penny gone as bribery in individual cases is resulting in syphoning of huge amount.

Let me tell you a story about the way corruption is rooted in the human society.

A state minister from Country-X visited Country-Y to study the modern techniques in Bridge construction. After the technical study cum tour, Minister of Country-Y invited the guest minister for dinner. After a sumptuous meal, both of them were relaxing on the terrace. Guest was very much anxious to know how the host has managed to construct such a huge and palatial palace as residence. Then he directed him to look towards a distant corner, where it is fully lit up. He asked: "can you see something there?". He replied: "I can see a beautiful bridge there. Minister replied: "This house is made because of the kickback from it". He was stunned to hear this. He returned to his home country, the next day.

Years went by. Now it is the turn of Minister of Country-Y to visit Country-X. Both were very happy to meet each other a long gap. After site visits, he was invited for dinner by host. Now, the guest was at loss for words, when he saw his house, which is almost double the size of his bungalow. He asked: "Sir, how did you manage to build this huge bungalow?". Host told him:

"Look towards the far end of the hill. What can you see there?". He replied: "Nothing is seen there". Host continued: "Can you see a huge bridge over there?". He said: "No". Then host said: "Good. This bungalow is made using that money which could have been used for constructing a bridge there". He could not believe his own ears. This is the magnitude of corruption.

Corruption makes a person blind. If each and every individual decides not to give or take bribe, then the future of our country will be brighter. It is our attitude which needs a drastic change.

In The Holy Bible, Isaiah, Chapter 33:15, it says **“Those who walk righteously and speak what is right, who reject gain from extortion and keep their hands from accepting bribes- they are the ones who will dwell on the heights”**.

Corruption in public place is of severe magnitude. Thus came the need of a Vigilance dept and a Central Vigilance Commission to monitor this.

If corruption is weeded out from the society, millions of crores of rupees could be usefully diverted for constructive works. This will help in constructing a Strong and Prosperous India. Thus, by being more vigilant, we can re-structure our Nation into a Prosperous India.

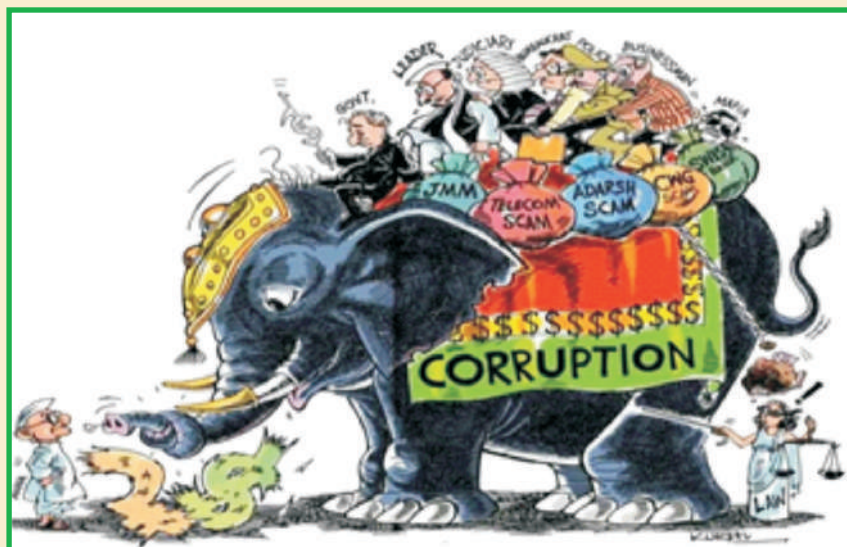
In the 2017 judgement by Supreme Court on Aadhar scheme, the bench made the following remark: “Former PM of India, Shri. Rajiv Gandhi, during his visit to a drought affected district in Odisha way back in 1985, commented: Of every Rupee spent by the Govt, only 15 paise reached the intended beneficiary. With UID/Aadhar, much of the malaise in this field can be taken care of”. It shows the magnitude of corruption.

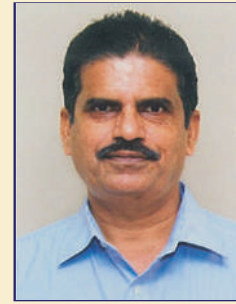
We come across many incidents wherein during Natural calamities, help in the form of cash and kind being distributed to the affected people, won't reach the needy people. We have seen cases, where shop owners divert grocery items thereby creating artificial scarcity during floods & droughts so as to reap unethical profit later on.

Corruption in the form of use of low quality materials in construction has resulted in the collapse of many bridges and structures too.

The overall prosperity of a Nation is directly linked to the satisfaction index of its population. Hence to have a Prosperous India, we need to have a Corruption free work culture for which a vigilant community is required.

NGOs & religious communities too should focus on this work culture. This should be imbibed in our Gen Next too so that we can dream of a Zero Corrupt Nation in place.



BUILD A CORRUPTION FREE NEW INDIA

Shri. Suresh S. Kadam
AGM (SB - HR & ER)

“The world will not be destroyed by those who do evil, but by those who watch them without doing anything.”

.....Albert Einstein.

As long as there is the cancer of corruption prevailing in our society, building a new India is almost impossible. Corruption is an impediment that the people of a country must overcome to be a happy nation. The national goals of infrastructural and economic development, social prosperity and overall advancement in human development index will remain elusive until corruption is wiped out from our country. Eradicating corruption is impossible without the collective will of the people and the Government. The next major revolution in India will have to be anti-corruption revolution. We can say that it has already started.

Indians have seen so much of corruption and its horrible consequences that they have only one desire; they all want to live in a corruption free India. Every Indian wishes to breathe in cleaner, stronger, prosperous, progressive, self-reliant and more organized India. This is possible only when the evil of corruption has been totally conquered. Unless and until every Indian (especially in the Local Authority, PSEs and Government run departments) discards corruption totally, the objective a new vigilant & prosperous India can never be achieved.

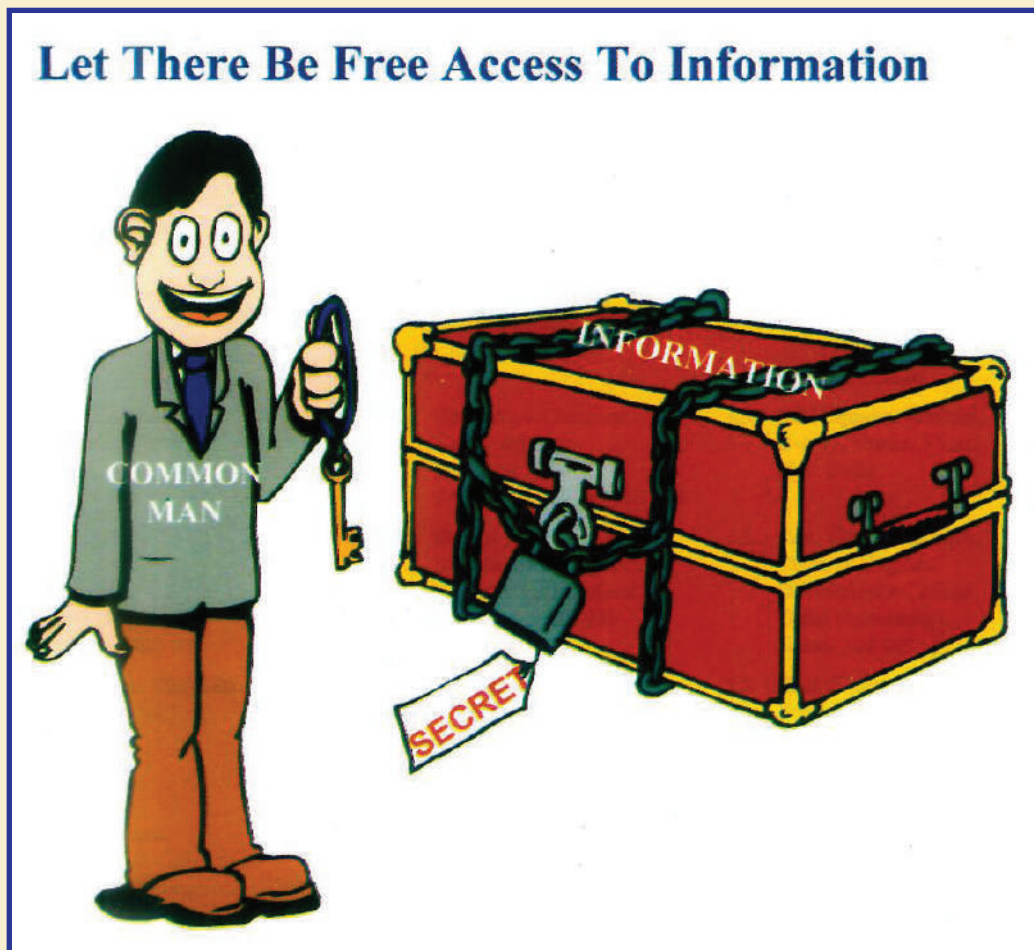
India is an emergent developing country facing many challenges. Corruption is the most damaging of them. India was placed at 76th position out of 168 countries with a score of 38 out of a possible 100 in Transparency International's Corruption Perceptions Index- 2015.

Corruption is like a tumour to the health of the economic and technological prosperity of any nation. Corruption became rampant after our country got freedom. Owing to the fallible democratic system and lack of severe punishment mechanism for the culprits, it thrived, more in politics, government/administration departments. Gradually its link became more reprehensible. Corruption in India is spreading as a result of the connection between politicians, bureaucrats and lawbreaking elements in the society.


The foremost cause of concern is that corruption is weakening the political body and damaging the supreme importance of the law governing the society. In the past few decades there was every conceivable scam and scandals in all key ministries. These scams and scandals tarnished the image of the country internationally. There were so many scams that people lost complete trust in the government. The Indian Law system is so inept and susceptible, that in spite of being guilty, politicians, bureaucrats, high government officials remain unpunished for years together which has eroded people's faith in Judiciary.

Still the crucial question remains: 'How to curb this evil of corruption?' Although many anti-corruption agencies have been created to fight & curb corruption, but they exist in name only. The only solution to the problem of corruption is people's involvement in eradicating it from the face of our country. They will have to take the issue in their hands. Since they (people) are the losers in all the scams and scandals, as the money wasted and misused is their tax money, they have the right to curb scams and scandals. There must be large scale protests by the people of India against scams and ill practices.

Lately, owing to the growing awareness and protests by the people, the central Government has been taking some steps to curb corruption. Some anti-corruption agencies have been set up. Agencies such as Lokpal / Lok-ayuktas, the Central Vigilance Commission, and PIO under RTI have been created. The people, along with their united protest, must use these agencies to control corruption. The print/social media can play a greater role in curbing corruption. The concerted efforts of the people of India, anti-corruption departments, and the media have the power to root out this evil from India. One thing is crystal clear; unless people themselves pledge to eradicate corruption, this evil will continue to exist. So it is possible for India to become totally corruption free, provided Indians resolve to be corruption free themselves. Let's join hands and eradicate corruption from the face of our country.



VIGILANCE AWARENESS WEEK - 2019 : TALK BY EMINENT SPEAKER ON 01.11.2019


VIGILANCE AWARENESS WEEK - 2019
A talk on
"Conscious Decision Making - the Executive
Salvation"
by
Shri Raghu Nandan Prasad, IRSS (Retd.)
1 November 2019



CREATIVE VIGILANCE FOR PREVENTIVE VIGILANCE



Shri. Manoj Meshram
DGM (Vigilance)

Vigilance means watchfulness or to bring awareness. Vigilance came into existence mainly for the purpose of fighting corruption. Corruption involves misuse of power, money, government property etc. Though corruption can't be brought down to zero level, we can try to bring it as low as possible. This can be ensured by watchfulness, caution and vigilance.

Corruption literally takes away the food from the mouths of the poor people for whom food security, by way of the public distribution systems is devised by the government, e.g. in recent news the malfunctioning in scheme of mid-day meals for students. Corruption is anti-national as revealed by the Bombay blasts of 1993 when the customs officials who were bribed, permitted the smuggling of the RDX which resulted in the death of 300 people.

Corruption is the misuse of public power, office or authority for private benefit. Corruption is defined as the use of public office for private gains' (Bardhan, 1997). This misuse is observable in many means: bribery, extortion, and influence peddling, nepotism, embezzlement, fraud, insider trading and conflict of interest or speed money. It exists at all levels of society. A person is corrupt when he is dishonest in his intentions and actions.

The factors contributing to corruption are political patronage, politician-bureaucrat nexus, politician-police-criminal nexus, lack of transparency in government and bureaucratic functioning, lack of accountability, complex administrative procedures, discretionary powers of executive and administrative authorities, absence of effective corruption reporting mechanisms, lack of disincentive punishments, poor conviction rates of the corrupt, corrupt judiciary, poor economic policies, black money and inadequate training of officials.

With my short experience in the Vigilance department and whatever I could learn the jinx and basics in this vast subject from my seniors and out of training; I would like to define Vigilance as :

V: Vigorously.. and
I: Intellectually
G: Gathering
I: Information,
L: Logically
A: Analysing .. to
N: Nail down
C: Corrupt
E: Employee/s

Therefore, gathering information and logically analysing it, plays a vital role in investigating the complaint, or source information.

Hence to generate the tangible information out of the e-functioning is the way ahead to have evidence based IT information which would prevent corruption, and has prevented to the large extent and helped investigation of complaints in systematic and strategic manner. To generate

such an environment, E-governance has emerged as the best solution. E-Governance is the use of various modern information and communication technologies such as internet, local area networks, mobile phones, etc., by the government to promote democracy and minimize the corruption level. Simply, e-governance is electronic management and electronic controllership. Therefore vigilance and e-governance are required for ensuring corruption less functioning of any private, public or government organisation.

For good governance, India is one of the few countries that have initiated many projects with different objectives to bind the potential of ICTs. Many e- governance projects are very successful, where as others are not as successful because these projects failed at delivering the stated primary objectives, but one thing in which all the projects succeeded is elimination or reduction of corruption to a great extent. A number of factors contribute to the societal harmony. They include human dignity, freedom of speech, equal opportunities, social development, prompt redressal of grievances and injustice; absence of rich-poor divide and uniform distribution of wealth, rule of law, transparency and accountability in governance. Eliminating the corruption from the social structure of the society will be creating a harmonious society.

The pandemic has made us all, more dependent on the internet. We are using it to conduct business, connect with friends, do our shopping, entertain our families, consult with our doctors and even online schooling of children, creating fertile hunting ground for hackers, financial scammers and other cyber predators. For which checks and balances with creative solutions are inevitably required to arrest it.

Therefore, vigilance and e-governance are required for ensuring corruptionless functioning of any private, public or government organisation.

Vigilance makes preparedness to be watchful always and sense the happening around oneself. People always have wrong approach towards vigilance as they perceive vigilance as enquiry, fixing responsibility etc. Vigilance is not investigation but it is prevention. To punish and not to prevent is like pumping the water through a pump without arresting the leakages which result in wastage of water, energy and time. Why do organizations need vigilance: - An organization protects itself from external dangers through creating security and posting manpower to guard against such threats. The role of vigilance is to protect organization from internal dangers which are more serious than external threats.

With this the role of each employee “to be vigilant” is required to be remoulded accordingly. The information available can be ethically used or misused. To combat unethical practices in such an advanced ICTs environment, the role of Vigilant employee/official and on the same lines, role of an investigating executive requires essential makeover. Here comes creative vigilance to play the role to come up with innovative and strategic methods. New creative ideas are essentially required to be germinated so as to keep the checks and balances under the umbrella of preventive vigilance. Each and every decision and step is getting recoded as database in the IT system. To use this to resort to the good e-governance in administration and business management would change the complete functioning of the organisation. E.g. during pandemic instead of scanning the figure tip, just showing the ID to the punch machine has resolved the problem of generating attendance data with contactless punching.

Accordingly, innovative ideas are highly expected from each vigilant employee to have better preventive vigilance environment.

Emails and other contact details of Vigilance department are available on the portal. I urge each one to reach out to us with your suggestions and creative ideas so as to receive inputs for effective preventive vigilance.

SELF VIGILANT THROUGH SPIRITUAL WAY



Shri. S. Pradhan
AGM (HR-CR)

**“indriyaniparanyahur
indriyebhyahparammanah
manasastu para buddhir
yobuddhehparatastusah”**

Translation: -

The working senses are superior to dull matter; mind is higher than the senses; intelligence is still higher than the mind; and he [the soul] is even higher than the intelligence. (Chapter 3: Karma-Yoga-Bhagwat Gita)

The senses are different outlets for the activities of lust. Lust is reserved within the body, but it is given vent through the senses. Therefore, the senses are superior to the body as a whole. Bodily action means the functions of the senses, and stopping the senses means stopping all bodily actions. But since the mind is active, then, even though the body may be silent and at rest, the mind will act—as it does during dreaming. But, above the mind there is the determination of the intelligence, and above the intelligence is the soul proper. In Krishna consciousness the soul makes direct connection with the Supreme Personality of Godhead; therefore, the bodily functions, as described here, ultimately end in the Supreme Soul. If, therefore, the soul is directly engaged with the Supreme, naturally all other subordinates, namely, the intelligence, mind and the senses, will be automatically engaged.

Human senses are driven by lusts and human lusts have no limit. The degree of lust increases with the growth of age till the fulfilment of bodily enjoyment through senses continues in the Mind. As we grow old after certain age, the gratification of senses decreases and person derives control over mind. This is the stage when person distracts his mind & soul from earthy material and connects with Supreme soul. In short, a person gets driven by lust in youthful stage, when he starts his working life through professional engagement. Under the influence of society, peer group and close family members etc man tries to mend his life in accordance to his senses, wherein he forgets his application of mind and inner voice of soul which otherwise should have been connected with Supreme soul.

In the **Katha Upanisad** the soul has been described as **Mahan**, the great. Therefore, the soul is above all—namely, the sense objects, the senses, the mind and the intelligence. Therefore, directly understanding the constitutional position of the soul connected to supreme soul is the solution for the mind not being engaged in the lower propensities. One can strengthen the mind by use of intelligence derived from consciousness of Lord despite having very strong senses. Hence, the soul is the master of intelligence and mind, and the senses also.

Getting carried away towards gratification of senses will always drive a person to engage in lustful activities which often are unlawful (papa). But by the strength of Krishna consciousness, one can control the material senses, the mind and the intelligence. Accordingly, the mind under the influence of purest form of soul can only guide an individual to remain vigilant by using his intelligence and senses. As its nicely told 'self-help is the best help', similarly, 'Self-vigilant is the best form of vigilance' to refrain from all kinds of undoing.

The major value in life is not what you get. The major value in life is what you become.

ईमानदारी - सुख का मूल



श्री. प्रकाश चन्द्र झा
उप महाप्रबंधक (जनि-कार्य)

विदुर निति में एक वचन है ----

तृणोल्कया ज्ञायते जातरूपं, वृतेन भद्रो व्यवहारेण साधुः ।
शूरो भयोष्वर्थकृच्छ्रेषु धीरः कृच्छ्रेष्वापत्सु सुहृदश्चारयश्च ॥

अर्थात् जलती हुई आग से सोने की पहचान होती है, सदाचार से सत्पुरुष की, व्यवहार से साधु की, भय आने पर शूर की, आर्थिक कठिनाई में धैर्य की और कठिन आपत्ति में शत्रु एवं मित्र की परीक्षा होती है । इन पंक्तियों का आशय यही है कि परिस्थितियों के अनुसार मानवीय व्यक्तित्व के गुणों की पहचान होती है ।

आचरण और व्यवहार ही मानवीय व्यक्तित्व के आयाम होते हैं । वाणी के अतिरिक्त व्यवहार ही वह आयाम है जिससे व्यक्ति समाज के साथ परस्पर क्रिया-कलाप करता है । आचरण ही वह कसौटी है, जो सदाचारी और व्यभिचारी के बीच फर्क कर देता है । साधु या सज्जन हो अथवा पापी या दुर्जन हो, शारीरिक रूप से समान ही दिखते हैं; लेकिन व्यवहार के धरातल पर अंतर स्पष्ट हो जाता है । व्यवहार से ही सोने और पीतल में फर्क मालूम चलता है । शिष्ट आचरण सुपथ की ओर ले चलता है और भ्रष्ट आचरण कुपथ पर मनुष्य को अधोगामी बना देता है । सांसारिक जीवन में मानव का लक्ष्य सुख की प्राप्ति है, जबकि आध्यात्मिक जीवन में साधक मोक्ष प्राप्ति के मार्ग का अनुसरण करता है । व्यक्ति के सारे कर्म सुख की आकांक्षा को लेकर ही किये जाते हैं; किंतु कतिपय बार सदाचरण के अभाव में सुख का बादल भी दुखों की बरसात कर देता है । यह विचारणीय है कि विद्या का अध्ययन और कौशल का अभ्यास भी सुख की कल्पना से ही किया जाता है । संस्कृत का एक सुभाषित विद्या से लेकर सुख तक के मार्ग को इस प्रकार प्रशस्त करता है :

विद्या ददाति विनयम्, विनयाद्याति पात्रताम् ।

पात्रत्वा धनमाप्नोति, धनात् धर्मः, ततः सुखम् ॥

विद्या व्यक्ति को विनयशील बनाती है और विनय से योग्यता की प्राप्ति होती है, जिससे धन का अर्जन सुगम हो जाता है । सही उद्योग से अर्जित धन धर्माभिमुख होता है यह सुख शांति प्रदान करनेवाला होता है ।

सुख प्राप्ति के इस मार्ग पर सबसे बड़ा संबल शुचिता है, वही शुचिता जिसे ईमानदारी कहते हैं । यह ऐसा गुणधर्म है जिसमें सुख के सभी मूल सन्निहित हैं, समाधि हैं और समाहित हैं ।

ईमानदारी ऐसी वस्तु नहीं है जिसे कुछ दिनों या अल्पावधि अंतराल के लिए धारण किया जाए अथवा उसका परिपालन किया जाए। वस्तुतः इसको जीवन का एक स्थायी अंग होना चाहिए। व्यक्ति के सोच में, आचरण में एवं व्यवहार में, अहर्निश इस गुण का प्रयोग होना चाहिए। मनसा-वाचा-कर्मणा में यदि शुचिता का बोध बना रहे तो व्यक्ति का न केवल आचरण शुद्ध हो जाता है, बल्कि उसके जीवन का स्तर उन्नत एवं अनुकरणीय हो जाता है। नितिगत निर्णय और स्थापित सामाजिक मूल्यों के अनुसार उठाये गये कदम में आत्मविश्वास की झलक मिलती है। भय और आशंका कोसों दूर रहता है। यही कारण है कि ईमानदार व्यक्ति को सुख के साथ चैन की नींद भी आती है और चेहरे पर आनंद का सुकूनभरा तेज निखर उठता है। एक प्रतिष्ठित जीवन सुखद अनुभूति का खजाना होता है।

एक व्यक्ति जीवन में कई पहलुओं से अभिमुख होता है। उसके व्यक्तिगत जीवन के अतिरिक्त उसका एक पारिवारिक जीवन, एक सामाजिक जीवन, एक आध्यात्मिक जीवन और एक व्यावसायिक जीवन भी होता है। व्यक्तिगत जीवन में वह स्वयं की दैनंदिन जरूरतों को पूरा करने का प्रयास करता है। अपने पारिवारिक जीवन में वह पिता, पति, पुत्र बंधु, सखा इत्यादि के दायित्व का निर्वहन करता है। जीविकोपार्जन के लिए जो भी उद्योग करता है, वह भी उसी के जीवन का एक विशिष्ट पहलू होता है। इसके अतिरिक्त उसका एक राष्ट्रीय अधिकार एवं कर्तव्य भी होता है। जीवन के इन सभी पहलुओं में शुचिता का अत्यंत महत्व है। यदि ईमानदारी जैसे गुण से व्यक्ति विभूषित हो जाए, तो जीवन के हर क्षेत्र में उसे सम्मान मिलता है, उसे आदर मिलता है और श्रद्धा प्राप्त होती है। ईमानदारी ही वह बल है जिसके दम से व्यक्ति सर उठा कर बात कर सकता है। अनैतिक कर्मों की शर्म और लज्जा उसे छू तक नहीं जाती। वह दुनिया के नज़रों में कभी झुक नहीं सकता। किंतु इसका पालन करना सरल भी नहीं है। सत्य और ईमानदारी का मार्ग फूलों की सेज नहीं बल्कि शूलों से पटा होता है। इस कंटकाकीर्ण मार्ग पर चलना भले ही कठिन हो किंतु मंजिल अवश्य मिलती है। सत्य-पथ पर विरोध अवरोध के बावजूद धैर्य पूर्वक गतिशील रहना व्यक्ति के धैर्य को इंगित करता है।

ईमानदारी व्यक्तित्व में सकारात्मकता को जन्म देता है। इस गुण को आत्मसात करते ही नैराश्य एवं अवसाद का लोप हो जाता है। एक नये परिपेक्ष्य में व्यक्ति का सोच विवरण करता है एवं सकारात्मकता उसके व्यक्तित्व का एक अभिन्न अंग बन जाता है। समस्या कैसी भी हो, संकट कैसा भी हो, विघ्न अपने जिस भी आकार में उपस्थित हो, सकारात्मक सोच सही दिशा में व्यक्ति को बढ़ने की प्रेरणा देता है। आत्मविश्वास के साथ सत्य का संबल उसके पुरुषार्थ को और भी प्रखर बनाता है और सब कर्म सत्कर्म की ओर प्रेरित करता है। मनोवैज्ञानिक अध्ययन में यह तथ्य उजागर हुआ है कि ईमानदार व्यक्ति मानसिक तौर पर संतुलित और संतुष्ट होता है। यही कारण हो सकता है कि ऐसे व्यक्ति को क्षोभ और अवसाद की भावना छू तक नहीं जाती। स्वस्थ मानसिकता का प्रभाव शारीरिक स्वास्थ्य पर भी पड़ता है और ऐसा पाया गया है कि सदाचरण वाले व्यक्ति अपेक्षाकृत स्वस्थ जीवन व्यतीत करते हैं और दीर्घायु होते हैं। संतोष और संतुष्टि का भाव उन्हें प्रसन्न रखता है। सत्य और ईमानदारी सरीखे गुणों से युक्त व्यक्ति विषम परिस्थितियों में भी सही निर्णय ले पाने में सक्षम होते हैं।

ईमानदार व्यक्ति राष्ट्र के लिए अमूल्य रत्न से कम नहीं। अगर व्यक्ति परिवार का अंग है और परिवार समाज का एक इकाई है, तो यह कहने में कोई अतिशयोक्ति नहीं कि ईमानदार व्यक्तियों के समूह से या बहुतायत से राष्ट्र में ईमानदारी के एक पुष्ट वातावरण का निर्माण होता है। सरकार की सभी योजनाएं लोक कल्याण के लिए होती हैं, जिसका कार्यान्वयन सरकारी तंत्र के माध्यम से पूरा किया जाता है। ऐसे तंत्र में ईमानदार कर्मियों की मौजूदगी से इस धारणा को बल मिलता है, कि योजना अपने उद्देश्य को प्राप्त करेगी। राष्ट्र ऐसे ही कर्मियों पर नाज करता है और अपने विकास का परचम लहराता है। राष्ट्र के उत्थान में अगर व्यक्ति का सहयोग कुछ मूल्य रखता है तो उनमें ईमानदारी का गुण होना सोने पर सुहागा होता है।

ईमानदारी न केवल राष्ट्रीय विकास में एक सहायक पहिया की तरह उसे तीव्र गति प्रदान करती है बल्कि उस विकास को पूर्ण करने के लिए राष्ट्र में अनुकूल वातावरण की जो आवश्यकता होती है उसके निर्माण में भी जबरदस्त रूप से सहायक होती है। आपसी भाईचारा सामाजिक सद्भाव में उसका भरपूर योगदान होता है। लोभ, लालच, व्यक्तिगत स्वार्थ से पृथक व्यक्ति समाज में यथोचित सहयोग ही करता है। उसके व्यक्तिगत स्वार्थ नगण्य होते हैं और राष्ट्र की यथोचित सेवा निस्वार्थ भाव से करता है। इस प्रकार समाज में जिस सौहार्द और सौम्यता की आवश्यकता होती है उसके लिए वह सभी सामग्री उपलब्ध कराता है। शांति प्राप्ति के लिए इस होम में उसका होना यज्ञ समिधा बन जाता है। यह संभव है कि कभी ईमानदारी के मार्ग पर परेशानी का सामना भी करना पड़े, परन्तु अंतिम विजय ईमानदारी की होती है। कहा भी गया है “सत्य बेशक परेशान हो सकता है, किंतु उसे पराजित नहीं किया जा सकता। ईमानदारी का भी कमोबेश यही हाल है।”

इन सभी बातों से यह बात पत्थर की लकीर बन जाती है कि जीवन में ईमानदारी ही एक ऐसी चीज है, जिसमें सुख के सभी मूल छिपे हुए हैं। जो व्यक्ति इस गुण को अपने आप में आत्मसात कर लेता है, उसे सुख की प्राप्ति अवश्य होती है। जीवन की हर लालसा हर आकांक्षा पूरी होती है। चैन की नींद टूटी खाट पर भी विश्राम देती है जबकि भ्रष्टाचारियों को गद्देदार बिस्तर पर भी करवट बदलते रात गुजरती है। यही कारण है कि ईमानदारी की शिक्षा बाल्यकाल से ही बच्चों में देनी चाहिए ताकि जीवन के आगामी पड़ाव पर यह उसे स्वयं सिद्ध गुण के रूप में प्राप्त हो जाए।

सच्चे सुख की हो गर जीवन में चाह, तो ईमानदारी ही सबसे उत्तम राह ॥



VIGILANCE AWARENESS WEEK - 2019 : SKIT AT MDL FIREHAT ON 01.11.2019



ETHICS - A WAY OF LIFE

Shri. Santosh B. Sonone
DGM (Vigilance)

One of India's foremost political and economic thinkers, author of Arthashastra is Pandit Vishnudas Sharma or Chanakya as he was more popularly known. He was punished by King Nand for daring to enter his court, but years later, the king had to eat humble pie when Chandragupta Maurya, the disciple of Chanakya annihilated him. The greatest lesson that emerged from his life is that the powerful should remember that no one, king or millionaire, can remain at the top without dharma or ethics, good behavior and tolerance for other human beings.

Chanakya was a dark, ugly, ungainly person whose intellect lay hidden. But when without hearing him, King Nand ordered him out, the Mahapandit was so enraged that he swore never to tie the knot of his sprig of hair on the top, the sign of every Brahmin. Chanakya wrote out his principles of morality, Niti, in the form of Sanskrit couplets which have become thought, known as, Kautiliya Arthashastra (Kautiliya being another name of Chanakaya) have remained the greatest advice given by him to king and commoner.

Some people twist the meaning of Kautiliya saying that his advice is crooked, which places ends before means, thus making his morals – Niti – as kutil. Kutiniti has thus become entrenched in Hindu philosophy as crooked morality. But that is not correct. Chanakya or Kautiliya, who become the adviser of Chandragupta Maurya, to become a great emperor did not give him wrong advice but only correct advice. That advice is suitable for today's businessmen and managers also.

Let us learn and understand the ancient principles stated by Chanakya in Sanskrit. We shall first take up dharma.

Dharma, which can also be loosely called ethics, has remained the centre of good behavior. Ethics is a subject taught to management students. Veteran managers like Henry ford, John d Rockefeller, J. N. Tata were all hard-working men who became great businessmen. They prospered at a time when there was little competition. But in today's competitive age we need a man like Dhirubhai Ambani who circumvented competition by going up the vertical path and took the help of bureaucracy as well as politicians to make reliance industries the largest private Sector company in India and the only one to enter the Fortune 500 list of great companies in the world.

The means used by late Dhirubhai were not crooked but correct. Another Fortune 500 company which was seven on that list had to bow out due to bankruptcy. This company was none other than Enron present in India too with the Dabhol Power Corporation which eventually became a dead asset and a tight noose for the Maharashtra government. The co-founder of Enron, Kenneth Lay and his associate Skilling were indicted by the US courts. Chanakyaniti or the moral principles of the great Pandit Chanakya are thus worth learning and following, especially by budding managers, in today's cut-throat competition. Let us then begin by learning what he says about dharma.



Dharma

Chanakya says that there is no greater dharma than humanity. When he saw man entrapped in various castes, with different rules and traditions, masquerading as dharma, Chanakya decided to enlighten man about dharma and its relation to humanity. He says, that if man does not try for even a single item out of dharma, artha, kama, and moksha, then there is no sense in being born on this earth.

The meaning of life is that which makes a person work for good things. Every moment of life should be devoted to good work, since life itself is priceless. However, death is the end of life. All things end with death.

Death has therefore been called all powerful. Therefore, do not ever forget death. Remain away from bad deeds, and do good work. Man can get peace of mind if he considers the welfare of other people. It is said that, Dharma alone is everlasting although (man is) constantly bounded by death, power and riches are not lasting.

Great Thoughts by Chanakya

1. Learn from the mistakes of others...you can't live long enough to make them all yourselves!
2. Even if a snake is not poisonous, it should pretend to be venomous.
3. There is some self-interest behind every friendship. There is no friendship without self-interest. This is a bitter truth.
4. Before you start some work, always ask yourself three questions – why am I doing it, what the results might be and Will I be successful. Only when you think deeply and find satisfactory answers to these questions, go ahead.
5. As soon as the fear approaches near, attack and destroy it.
6. The world's biggest power is the youth and beauty of a woman.
7. Once you start a working on something, don't be afraid of failure and don't abandon it. People who work sincerely are the happiest.
8. The fragrance of flowers spreads only in the direction of the wind. But the goodness of a person spreads in all direction.
9. God is not present in idols. Your feelings are your god. The soul is your temple.
10. A man is great by deeds, not by birth.
11. Treat your kid like a darling for the first five years. For the next five years, scold them. By the time they turn sixteen, treat them like a friend. Your grown up children are your best friends.
12. Books are as useful to a stupid person as a mirror is useful to a blind person.
13. Education is the best friend. An educated person is respected everywhere. Education beats the beauty and the youth.

If four things are followed – having a great aim, acquiring knowledge, hard work and perseverance then anything can be achieved.

SENSITIVE POSTS & ROTATIONAL TRANSFER



T. J. Jacob
AGM (Vigilance)

Introduction:

During my High school days, one of my teachers told me: “Jacob, whenever you get a chance to speak in front of a gathering, in future, don't talk much about you. If you talk good things about you, people will say that you are boasting. But if you make a reference to some of the negative aspects about yourself, they will absorb it fully, saying what a bad guy this is”.

However, in a slight variation from this guiding factor, I would like to highlight some of the aspects related to Rotational Transfer, in myperspective, based on my own professional experience.

People tend to believe that the best place for one is where one is presently posted in the Organization. It is very difficult to accept a transfer to another department or Division. Because, thenone will be going out from one's Comfort Zone.

OBJECTIVES OF TRANSFER:

- I. Transfers are integral to any Organization striving to achieve its organizational goals.
- II. They are necessary for employees for getting better exposure to various areas within the organization.
- III. Transfers should ensure that the right person is placed at the right place by identifying skills and aptitudes of the employees to meet the organizational needs.
- IV. To identify and groom the employees for taking higher positions in higher rank.
- V. To provide an opportunity to employees to improve their personal development and career.
- VI. To bring transparency in the movement of employees in the organization after a specified period.

HR Manual (MDL): Chapter B-7: Clause 16 states: “All executives will be transferred on completion of 5 years in a particular Dept / Section.

From the Saga of my own professional experience:

Let me go through the Saga of my ownprofessional experience.

a) Sept 1992 to July 1999.

Joining on 15th September 1992 as a Management Trainee(MT), I got the privilege to work on Yard- 725 (**INS MYSORE**) when she was in the initial stage of construction on NY Slipway. Got very good exposure (as **Plater officer**) in the Hull activities from Day 1 of my professional life. Carried out some of the most demanding jobs in Hull dept –i.e. Water Pressure Testing of Tanks & Dry survey of compartments which were pre-requisites for Ship's Launching. Then I

was transferred to **Sheet Metal section** where I could carry out installation & insulation of ventilation trunks, balancing of vent systems, Citadel Trials of ship etc. Also, carried out the task of **various types of Compartment inspections** like FI, Zero Defect Inspn etc. In addition, I was given the task of **Handing over of** compartmentsto Ship staff which indeed gave direct exposure in dealing with CO, Ex-O, EO, LO etc of the Ship. For the 1st time, Modular accommodation concept was introduced in Indian Warships (in VIP Cabins) and I was made **in charge of the same**.

b) Aug 1999 to Jan 2002:

During this period, I got the rarest of rare opportunity to work as **Guarantee Engineer** of all 3 ships of P15 [**INS DELHI, MYSORE & MUMBAI**]. That was when I got exposure to all activities of Ship Building (Berth) instead of restricting to only one section/ dept/ship.

Thus, joining as MT in 1992, I was just 4 months away from becoming DM, when I came out from the project P15 in Feb '02 (MT, JE, SE, AM & became DM in July '02), almost after 10 long years. **Thus, my initial experience in MDL was like that of carrying out a Turnkey Project (spanning over a period of 10 years), starting from initial construction stage, through Launching- Outfitting- Sea Trial stage-Commissioning & Guarantee period.**

c) Feb 2002 to Apr 2010:

I got similar exposure on Y-617 (**INS SHIVALIK**) also, from almost start to delivery of the ship. It was the initial construction days on the same NY slipway when I joined the ship in Feb 2002 as **SIC (Plater section)**. I was the person, responsible for **all 10 types of Compt Inspections & Handing over of compts** to Ship staff. By then, Modular accommodation concept was fully established in Indian Warships and again I was **in- charge of Modular accommodation** of all 100+ compts. Thus, I went through the various phases of Y-617 like **pre-launching, Launching, Sea Trials & Commissioning**.

d) May 2010 to Oct 2012:

In May 2010, I was transferred to **MSV-I** which was a totally new field for me. It was the real transition period where I became **OIC (Outfitting)**-i.e in charge of the total accommodation area which constitutes the major portion of MSV. **A paradigmshift from Warship construction to Commercial vessel construction. A drastic Change in our man power concept from In-house to fully outsourced jobs.** On completion, I was transferred to **MSV-II** as **OIC (Hull & Outfitting)**, and came out from MSV project in Feb 2012.

e) Oct 2012 to December 2016:

Again, back to Warship as **OIC (Hull)** of Y-704 (Vishakhapatnam) in Oct 2012, from Day 1 of the project. The work commenced from a barren SY Slipway. Became **Ship Mgr-2 of Y-704** in Sept 2014. I got the opportunity to be the **Launching in charge of Y-704**. For the 1st time in MDL's warship building history, Y-704 was launched well ahead of schedule in April 2014. I continued till Dec 2016. **Thus from Day 1 of the ship, I could work through its keel laying, Launching & Outfitting.**

While continuing as SM-2 (Y-704), I was made **Launching in charge of Y-705 (Mormugao)** also and successfully launched it in Sept 2015 (ie. **Launching in charge** of 2 successive launchings just in a span of 16 months).

f) Jan '2017-June 2017:

I was the 1st **SM Y.706 (Imphal)** from Jan '2017 to June '17, during its pre-launch period. Played

major role in its Production commencement as well as Keel Laying. Came across the concept of **Mega Block Construction** which is being implemented in MDL for the first time, for which regular coordination was required to be done with the subcontractor at their shipyard premises.

g) July 2017 to April 2020:

After serving 25 yrs in SB Division, I was transferred to EY division, as **Submarine Manager of Boat-6(SM-6)**. It was a turning point in my career as I was in a dilemma thinking how I will be able to cope up with the totally strange environment of Submarine construction. Even being a hard core Ship building man with 25 years of experience, I was like a toddler when I entered Submarine arena to shoulder the responsibility of SM-6. But it was so interesting and thrilling to take up this fresh assignment.

I got the rare privilege as the 1st person outside Submarine division to directly become SM, as told by Capt. Lath, D(S&HE), many a time during VVIP rounds. The managerial skills possessed as SM in SB Division had its great impact on me. I could successfully lead my Team of Boat 6 for close to 3 years as her 1st SM. It was a totally new experience with lot of new challenges on a daily basis. Slowly and steadily, the boat moved ahead and she could be made ready for the Major Milestone(ie. Boot Together) in May 20, by the time I left the project for the latest assignment. I got vast experience in Outfitting (Hull/Engg/Electrical), Completion of all pre-requisites for Hull painting of all sections, Section Joining, Embarkation of Major Cradles like Diesel Cradle, KE Cradle, various Accommodation Cradles, Electric cradle & Auxiliary Cradle, Embarkation of DARs etc.

h) From April 2020 onwards:

In April 2020, another surprise was in store for me. This time, I am transferred as HOD(Vigilance). Again, new challenges & new tasks.

Effect of the Transfers:

I too had a thinking in my mind, during my initial years in SB Division that I should remain in SB division only, till end of my service, because like everybody else, I was also not sure about the uncertainties around, if I happen to move to a new division. **But these 2 transfers have totally re-shaped my thought process. Great things can happen if we get a chance to come out from the Comfort Zones where we are in, provided we are ready to face it.** From managing manpower & materials in SB & Submarine divisions, the new endeavor in Vigilance deptis to lead MDL's journey towards Zero Corruption, by managing files and scrutinizing processes and procedures. For me, each day in Submarine division & Vigilance dept has been a totally new day with new set of challenges and issues awaiting. This quest for expertise enhanced the appetite for learning more and more.

Hence, I would like to advise young executives (technical) to opt for Production related jobs (Shops & Berth) at the start of their career and slowly move to other depts as they climb the rungs of the ladder so that they get familiarized with a wider arena.

Myth about Rotational Transfer:

- i) If I am transferred, my Dept /Section will suffer badly. (**Fact:** Nobody is indispensable to any Organization).
- ii) If my experienced executive is transferred, as the HOD/OIC, I will be in troublesince I will have to depend on a new face. (**Fact:** Experts are not born in a day. Within a few weeks, the new person also will acquire the necessary job expertise).



- iii) If I am transferred, colleagues will link it to lack of efficiency on my part. (**Fact:** Nobody has got that much spare time to think about you. They have their own issues to be sorted out).
- iv) If I am considered for a transfer, the chances of my bargaining power with the Boss is reduced. (**Fact:** some transfers at crucial posts will reduce the possible blackmailing by the particular executive resulting in bringing back normalcy in the system in that dept).
- v) An experienced executive in the middle/upper level of management should continue in the same chair as long as possible for the smooth run of the dept / project. (**Fact:** It will be like cutting the wings of the immediate successors who won't be even able to dream for that chair, till the time he doesn't vacate or is transferred. Thus, we will be denying the successor his due chance who in turn may even retire without getting an opportunity to sit on that chair).
- vi) How can an inexperienced executive occupy a middle/upper level management position? It will hamper the progress. (**Fact:** As one moves up the career's ladder, one should be willing to move to any post and shoulder any new responsibility assigned to him/her. The managerial & administrative experience of the long years will definitely help that person to achieve the desired goals of the project/company.)

All these experience at ground level has been an asset for me in my current position in Vigilance.

ROTATIONAL TRANSFER OF SENSITIVE POSTS:

What is a 'Sensitive post' ?

'Sensitive post' means a post which is considered as a key decision-making as well as that involving financial sanctions. ie. Any post which is considered as a key post in the Authority can be considered as a 'Sensitive post'. The nature of posts differs on the importance, the type of information and responsibilities that are attached to them. The positions involving settlement of bills/ financial sanctions would be classified as sensitive.

CVC vide Circular Nos. 02/01/12 dt 04.01.12, 03/09/13 dt 11.09.13 and 18/ Misc/02-392171 dt 23.08.18 have incorporated detailed guidelines on rotation of officials working in sensitive posts. As per these circulars, analysis of frauds taken place in Public Sector Banks as well as other Organizations reveal that one of the reasons for such frauds was non-implementation of the Rotational Policy wherein officials continue to stay in the same posts for long periods. Such overstay and continuous postings afford scope for indulging in corrupt activities, developing vested interests etc which may not be in the interest of the Organization. Commission's advice is for change from the sensitive **SEAT / POST**. As per CVC guidelines, rotational transfer is to be effected in respect of those officers in sensitive posts who are continuing beyond 3 years. The CVO of the organization is required to monitor compliance of the same.

MDL's HR Manual: Chapter B-7: Clause 16 states:“Executives in sensitive Depts / Sections will be rotated every 3 years. In case an executive is required to be retained in the same post beyond this period, specific approval of the CMD is required to be obtained for the extended period”. As per CMD circular, CH/73/2009 dt 08 Jul 2009, executives & staff in Sensitive depts should not be allowed to continue indefinitely and should be transferred as a policy on completion of 3 years and not later than 5 years.

A Committee was recently constituted by CMD to review/ identify Sensitive Depts / Posts by interacting with concerned personnel of all divisions. Revised policy about rotational transfer from Sensitive post is on anvil.

सहमत सूची (एग्रीड लिस्ट) और
संदिग्ध सत्यनिष्ठावाले अधिकारी
(ऑफिसर ऑफ डायटफुल इंटीग्रिटी) और सतर्कता निकासी



श्री. विवेक शि. मोरे
मुख्य प्रबंधक (सतर्कता)

ऐसे लोक सेवकों, जिनकी सत्यनिष्ठा संदिग्ध हैं, पर नजर रखने के लिए, विविध मंत्रालयों/विभागों/संगठनों के द्वारा निम्नलिखित दो सूचियां बनाई जाती हैं :

- 1) “सहमत सूची” और
- 2) “संदिग्ध सत्यनिष्ठावाले अधिकारियों की सूची”

संदिग्ध अधिकारियों की “सहमत सूची” की उत्पत्ती 1966 के दौरान “सतर्कता और भ्रष्टाचार विरोधी कार्य” पर होनेवाले एक कार्यक्रम से हुई थी एवं संदिग्ध सत्यनिष्ठा की राजपत्रित स्थिति के लोक सेवकों की सूची 1969 में निर्धारित की गई थी। ऐसी सूची बनाने के मानदंड, गृह मंत्रालय के पत्र क्रमांक 130/1/66-एवीडी दिनांक 05.05.1966 और पत्र क्रमांक 105/1/66-एवीडी दिनांक 28.10.1969 में निर्देशित किए गये हैं।

- इन निर्देशों में यह प्रावधान प्रदान किया गया है कि “तैयार की गई सूची को, तैयार करने की तिथि से एक वर्ष तक लागू रखा जाएगा और इस अवधि के दौरान सूची में शामिल अधिकारियों के कार्य/गतिविधियों/व्यवहार को देखा जाएगा और इस अवधि के बाद सूची की समीक्षा की जाएगी”।
- संदिग्ध सत्यनिष्ठा के अंतर्गत शामिल अधिकारियों की सूची शास्ति देने के बाद तीन साल की अवधि के लिए लागू रहेगी।

उपरोक्त को ध्यान में रखते हुए, मुख्य सतर्कता अधिकारी को निम्नलिखित कार्य करने होते हैं :-

- 1) संदिग्ध सत्यनिष्ठा के अधिकारियों की एक सूची तैयार करने होगी, जिसमें उन अधिकारियों के नाम शामिल होंगे जिनके पूछताछ के दौरान या पूछताछ के पश्चात, सत्यनिष्ठा में कमी पाई गई हो,

जैसे कि :

- क) अधिकारी के सत्यनिष्ठा की कमी के आरोप में या नैतिक अधमता में शामिल अपराध के आरोप में न्यायालय में दोषी ठहराया गया है, लेकिन जिसे असाधारण परिस्थितियों को देखते हुए बर्खास्तगी, हटाने या अनिवार्य सेवानिवृत्ति की शास्ति नहीं लगाई गयी हो।
- ख) सरकार के हितों की रक्षा करने में कर्तव्यनिष्ठा की कमी या कुल कर्तव्यों का त्याग के आरोपों पर विभागीय रूप से एक बड़ी शास्ति लागू की गयी हो, हालांकि इसमें सबूत के लिए भ्रष्ट मकसद आवश्यक नहीं है।
- ग) जिनके खिलाफ एक बड़ी शास्ति या अदालती मुकदमे की कार्यवाही चल रही है, जिसमें कथित कृत्यों में सत्यनिष्ठा की कमी या नैतिक अधमता शामिल है; तथा

घ) जिस पर मुकदमा चलाया गया था लेकिन तकनीकी आधार पर उसे बरी कर दिया गया हो लेकिन उसकी ईमानदारी के बारे में अभी भी संदेह बना हुआ है।

2) केंद्रीय जाँच ब्यूरो के परामर्श से सहमत सूची तैयार करना जिसमें ऐसे अधिकारियों के नाम शामिल होंगे जिनकी ईमानदारी या सत्यनिष्ठा संदिग्ध है।

सूची में दर्शाये अधिकारियों के संबंध में मुख्य सतर्कता अधिकारी और केंद्रीय जाँच ब्यूरो द्वारा निम्नलिखित कार्रवाई की जाएगी :

क) सूक्ष्म एवं लगातार जांच और उनके काम और उनके संबंधित विभागों में कार्यनिष्पाद का निरीक्षण करना, विशेष रूप से उन क्षेत्रों में जहां निर्णय लेने का विवेकाधिकार है और पक्षपात करने की संभावना है;

ख) विभाग और केंद्रीय जाँच ब्यूरो के द्वारा उनकी प्रतिष्ठा के बारे में गुप्त रूप से जाँच करना;

ग) केंद्रीय जाँच ब्यूरो के द्वारा उनके संपर्कों, रहने की शैली आदि के बारे में चुपचाप नजर रखना;

घ) केंद्रीय जाँच ब्यूरो द्वारा उनकी संपत्ति और वित्तीय संसाधनों के बारे में गुप्त रूप से जाँच करना। इसके लिये संबंधित विभाग ऐसे अधिकारियों की संपत्ति के विवरण और अन्य प्रासंगिक अभिलेख केंद्रीय जाँच ब्यूरो को उपलब्ध कराएंगे; तथा

ड) रिश्तत और भ्रष्टाचार प्रथाओं के विशिष्ट उदाहरणों की केंद्रीय जाँच ब्यूरो के द्वारा जानकारी हासिल करना या संग्रहित करना।

“सहमत सूची (एग्रीड लिस्ट)” और “संदिग्ध सत्यनिष्ठा के अधिकारियों की सूची” को बनाए रखने और सुनिश्चित करने के लिए पर्याप्त सावधानी बरती जानी चाहिए ताकि वे समय-समय पर सही और निष्पक्ष रूप से तैयार की जाए और उसकी समीक्षा की जा सके। मुख्य सतर्कता अधिकारी को यह सुनिश्चित करना होगा कि जिन अधिकारियों को पूर्वोक्त सूची में रखा गया है, उनकी संवेदनशील पदों पर नियुक्ति नहीं होनी चाहिए। केंद्रीय जाँच ब्यूरो, मंत्रालयों/विभागों/संगठनों के साथ समन्वय करेगी ताकि तैयार की गई सूचियों की समय-समय पर समीक्षा की जा सके। केंद्रीय जाँच ब्यूरो के निदेशक और विभागों के मुख्य सतर्कता अधिकारी समय-समय पर केंद्रीय सतर्कता आयोग को घटनाक्रमों के बारे में अवगत करते रहेंगे।

“सहमत सूची और संदिग्ध सत्यनिष्ठा के अधिकारियों की सूची” की तैयारी और रखरखाव में सहायता :

अ) सहमत सूची :

राजपत्रित स्थिति के अधिकारियों की सहमति सूची जिनकी ईमानदारी या ईमानदारी के खिलाफ शिकायतें या संदेह हैं, उन पर गुप्त नजर रखने के लिए विभागों/संगठनों द्वारा केंद्रीय जाँच ब्यूरो के परामर्श से तैयार की जाती है। सहमत सूची की तैयारी और रखरखाव के लिए दिशा निर्देश गृह मंत्रालय के कार्यालयीन ज्ञापन नंबर 130/1/66-AVD दिनांक 05.05.1966 के पैरा 7 से 9 में अंकित हैं। केंद्रीय जाँच ब्यूरो के साथ परामर्श के तरीके और अधिकारियों पर निगरानी रखने के तरीके को अपराध मैनुअल के अध्याय - 5 के पैरा 5.6 और 5.8 में समाहित किया गया है।

आ) संदिग्ध सत्यनिष्ठा के अधिकारियों की सूची :

गृह मंत्रालय के कार्यालयीन ज्ञापन नंबर 105/1/66-AVD दिनांक 28.10.1969 में निर्धारित

योजना के अनुसार विभागों/संगठनों द्वारा राजपत्रित स्थिति के, संदिग्ध सत्यनिष्ठा के लोक सेवकों की सूची का रखरखाव किया जाता है। केंद्रीय जाँच ब्यूरो अपराध नियमावली के अध्याय - 5 के पैरा 5.7 में निर्धारित प्रक्रिया के अनुसार संदिग्ध सत्यनिष्ठा के लोक सेवकों की सूची में नाम जोड़ने या हटाने में सहायता करती है।

सतर्कता निकासी (विजिलेंस क्लीयरेंस)

सतर्कता मंजूरी के ऊपर केवल निम्नलिखित स्थिति में रोक लगाई जा सकती है (इसके संबंध में भारत सरकार के अंतर्गत कार्यरत निजी और प्रशिक्षण विभाग (DOP&T) कार्यालय का ज्ञापन (OM) दि. 28.03.2018 प्रासंगिक है) :

- अधिकारी निलम्बित है;
- अधिकारी के खिलाफ आरोप पत्र जारी किया गया है और विभागीय जांच लंबित है;
- आपराधिक मामले में अदालत में आरोप पत्र दायर किया गया है और मामला लंबित है;
- भ्रष्टाचार निवारण अधिनियम (पीसी एक्ट) या किसी अन्य आपराधिक मामले के अंतर्गत किसी मामले में सक्षम प्राधिकारी द्वारा जारी जांच के लिए मंजूरी या अभियोजन की स्वीकृति हो;
- एक प्रारंभिक तथ्य तथा जांच के बाद, अधिकारी के खिलाफ सबसे पहले निवेश की प्राथमिक सुचना रिपोर्ट दर्ज की गई हो या किसी सरकारी संस्था द्वारा मामला दर्ज किया गया हो;
- अधिकारी जाल में शामिल हो तथा भ्रष्टाचार के आरोप में छापे के मामले में शामिल हो और उसकी जांच लंबित है;

जब भी नियमित विभागीय कार्रवाई या विभागीय जांच करने के लिए अनुशासनात्मक प्राधिकारी निर्णय लेता है तो क्या ऐसे में सतर्कता निकासी रोका जा सकता है ?

अ) विभागीय पदोन्नति समिती द्वारा पदोन्नति :

नहीं। तथापि, यदि अनुशासनात्मक प्राधिकरण ने अनुशासनात्मक कार्यवाही शुरू करने के लिए एक औपचारिक निर्णय लिया है, या तो छोटी या बड़ी कार्यवाही के लिए, ऐसे स्थिति में सतर्कता स्थिति यानी की नियमित विभागीय कार्रवाई/तथ्यात्मक स्थिति को विभागीय पदोन्नति समिती के ऊपर राय के लिए मानव संसाधन विभाग को सुपूरत किया जाता है।

आ) या संवेदनशील पदों पर नियुक्ति, प्रतिनियुक्ति और नियुक्तियों आदि :

हां। यदि कम से कम प्रारंभिक जांच के आधार पर या संबंधित विभाग के पास, पहले से ही उपलब्ध अभिलेख के ऊपर या किसी भी जानकारी के आधार पर यह स्थापित किया जाता है, प्राथमिक तौर पर ऐसा दिख रहा है कि भ्रष्टाचार के बारे में सत्यापन हो सकता है, संपत्ति के विवरण का ज्ञात स्रोत के साथ विसंगति हो, नैतिक मर्यादा, किसी भी आचरण नियमों का उल्लंघन, और यदि अनुशासनात्मक प्राधिकरण ने व्यक्ति के खिलाफ अनुशासनात्मक कार्यवाही शुरू करने के लिए फाइल के ऊपर औपचारिक निर्णय लिया है, ऐसी परिस्थिति में रोका जा सकता है।

VIGILANCE AWARENESS WEEK - 2019 : ELOCUTION CONTEST -
GOVT. ITI COLLEGE, TAL - SHAHAPUR, DIST - THANE, MS ON 03.10.2019



JOURNEY OF LOKPAL ACT IN INDIA



Shri. Ritu Raj
DM (Estate Dept.)

1. BACKGROUND

I vividly remember it was year 2011 & I was in 4th Semester of Engineering Course when India was struck by strong waves of Anti-Corruption movement led by Anna Hazare. The movement aimed to alleviate corruption in the Indian government through introduction of the Jan Lokpal Bill. This was the time when I got fascinated towards the word Lokpal & policies being advocated under the said bill. But to my surprise the Journey of Lokpal in Indian Politics is very old, the word was first used in 1963 by Dr. L. M Singhvi, a Member of Parliament (Upper House) during a parliamentary debate about grievance mechanisms. The word Lokpal is derived from the Sanskrit words "*Lok*" (people) and "*Pala*" (protector/caretaker), meaning 'Caretaker of People'.

Sweden was first country where in 1809, the institution of ombudsman was **officially inaugurated**. Later In the 20th century, Ombudsman as an institution developed and grew most significantly after the Second World War. **New Zealand and Norway adopted this system in the year 1962** and it proved to be of great significance in spreading the concept of the ombudsman. In 1967, on the recommendations of the **Whyatt Report of 1961, Great Britain adopted the institution of the ombudsman** and became the first large nation in the democratic world to have such a system. In 1966, **Guyana** became the first developing nation to adopt the concept of the ombudsman. Subsequently, it was further adopted by Mauritius, Singapore & Malaysia.

2. EVOLUTION IN INDIA

In **India**, the concept of constitutional ombudsman was **first proposed by the then law minister Ashok Kumar Sen in parliament in the early 1960**. In 1966, the **First Administrative Reforms Commission headed by Moraji Desai recommended the setting up of two independent authorities-** at the central and state level, to look into complaints against public functionaries, including Mps. In 1968, Lokpal bill was passed in Lok Sabha but lapsed with the dissolution of Lok Sabha and since then it lapsed in the Lok Sabha many times. In 2002, the Commission to **Review the Working of the Constitution headed by M.N. Venkatachaliah recommended the appointment of the Lokpal and Lokayuktas**; also recommended that the PM be kept out of the ambit of the authority. In 2005, the **Second Administrative Reforms Commission chaired by Veerappa Moily** recommended that the office of Lokpal should be established without delay. Till 2011 eight attempts were made to pass the Bill, but all met with failure. In 2011, the government formed a Group of Ministers, chaired by Pranab Mukherjee to suggest measures to tackle corruption and examine the proposal of a

Lokpal Bill. "India Against Corruption movement" led by Anna Hazare put pressure on the United Progressive Alliance (UPA) government at the Centre and resulted in the passing of the Lokpal and Lokayuktas Bill, 2013, in both the Houses of Parliament. It received assent from President on 1 January 2014 and came into force on 16 January 2014. First & Current Chairperson of the Lokpal is Shri Justice Pinaki Chandra Ghose, who is a former Judge of Supreme Court of India and was a sitting member of National Human Rights Commission. The administrative expenses of the Lokpal, including all salaries, allowances and pensions payable to or in respect of the Chairperson, Members or Secretary or other officers or staff of the Lokpal, shall be charged upon the Consolidated Fund of India and any fees or other moneys taken by the Lokpal shall form part of that Fund.

3. JURISDICTION & POWER

JURISDICTION

Jurisdiction of Lokpal **includes Prime Minister, Ministers, members of Parliament, Groups A, B, C and D officers and officials of Central Government.** Jurisdiction of the Lokpal included the Prime Minister except on allegations of corruption relating to international relations, security, the public order, atomic energy and space. Its jurisdiction also includes any person who is or has been in charge (director/ manager/ secretary) of anybody/ society set up by central act or any other body financed/ controlled by central government and any other person involved in act of abetting, bribe giving or bribe taking. The Lokpal Act mandates that all public officials should furnish the assets and liabilities of themselves as well as their respective dependents.

POWER

It has the powers to superintendence over, and to give direction to CBI.

If Lokpal has referred a case to CBI, the investigating officer in such case cannot be transferred without the approval of Lokpal. The Inquiry Wing of the Lokpal has been **vested with the powers of a civil court.**

Lokpal has **powers of confiscation of assets, proceeds, receipts and benefits arisen or procured by means of corruption** in special circumstances.

Lokpal has the **power to recommend transfer or suspension of public servant** connected with allegation of corruption.

Lokpal has the **power to give directions to prevent the destruction of records** during the preliminary inquiry.

4. LIMITATION IN CURRENT ACTS

The institution of Lokpal has tried to bring a much needed change in the battle against corruption in the administrative structure of India but at the same time, there are loopholes and lacunae which need to be addressed.

Lokpal is **not free from political influence** as the appointing committee itself consist of members from political parties. The appointment of Lokpal can be manipulated in a way as there is no criterion to decide who is an 'eminent jurist' or 'a person of integrity'. Further, The 2013 act **did not provide concrete immunity to the whistle blowers.** The provision for initiation of



inquiry against the complainant if the accused is found innocent will only discourage people from complaining. The biggest lacuna is the **exclusion of judiciary from the ambit of the Lokpal**. The Lokpal is **not given any constitutional backing** and there is no adequate provision for appeal against the Lokpal. The complaint against corruption cannot be registered after a period of seven years from the date on which the offence mentioned in such complaint is alleged to have been committed.

5. SUGGESTIONS

India world's largest democracy and vibrant nation has enacted many legislation but lacks sincere political will to fight against corruption. Maladministration is like a termite which slowly erodes the foundation of a nation and hinders administration from completing its task & Corruption is the root cause of this problem. Most of the anti-corruption agencies are hardly independent. Even Supreme Court has been termed CBI as a “caged parrot” and “its master's voice”.

There is also the problem of internal transparency and accountability. **India is the 80 least corrupt nation out of 180 countries, according to the 2019 Corruption Perceptions Index reported by Transparency International**. The Corruption Perceptions Index ranks countries and territories based on how corrupt their public sector is perceived to be. **Greater transparency, more right to information and empowerment of citizens and citizen groups** is required along with a good leadership that is willing to subject itself to public scrutiny.

In order to tackle the problem of corruption, the **institution of the ombudsman should be strengthened** both in terms of functional autonomy and availability of manpower. Appointment of Lokpal in itself is not enough. Government is required to promptly bring other legislations, pending in Parliament like The Benami Transactions (Prohibition) Bill, The Prevention of Bribery of Foreign Public Officials and Officials of Public International Organizations Bill, The Right of Citizens for Time Bound Delivery of Goods and Services and Redressal of their Grievances Bill, The Judicial Standards and Accountability Bill, The Public Procurement Bill, in action so that these legislations together can restructure the corrupted Indian Democracy. The government should address the issues based on which people are demanding a Lokpal. The slogan adopted by the government of “less government and more governance”, should be followed in letter and spirit. Moreover, Lokpal and Lokayukta must be financially, administratively and legally independent of those whom they are called upon to investigate and prosecute.

In the end, any movement is incomplete without mass participation. Government should take strong measures to provide general awareness to masses about their rights and duties and provide harmonious environment between the government officials and the general public. There is a need for active participation of the general public so that they are to resolve the complaints quickly and the government in turn handles the corruption cases effectively and quickly with effective participation from citizens. United fight against corruption is need of hour to empower the country & to regain its lost glory. Its high time we all should come together to make INDIA GREAT AGAIN.

सतर्क भारत - समृद्ध भारत

श्री. रामप्रीत एच. यादव
सहायक प्रबंधक (राजभाषा अनुभाग)

प्रत्येक भारतवासी उपरोक्त कथन को स्वीकार करने में हर्ष की अनुभूति करता है लेकिन व्यक्तिशः स्वयं पर लागू करने से अधिकतर लोग परहेज करते हैं। जिसका परिणाम सबके सामने है कि किसी भी समस्या का समाधान इस देश में नहीं हो रहा है। यह साबित करता है कि भारत का नागरिक जिम्मेदारी निभाने में दोहरा चरित्र अपना रहा है। जब तक ऐसा चलता रहेगा तब तक किसी समस्या का समाधान बिना रिश्वत दिए या अन्य माध्यमों से सेवा कराए बगैर कभी पूरा नहीं होगा।

विश्व भर में ऐसी समस्या प्रत्येक समाज में मौजूद रही है लेकिन कुछ दूरदर्शी और आत्म संतोषी के अलावा लोकहितकारी सोच रखने वाले महान लोगों ने दुनिया में भारी फेर बदल किया है। जिसका परिणाम है कि कुछ आज के संपन्न देशों में भ्रष्टाचार की समस्या कम हुई है लेकिन इसके लिए उस समाज के नागरिकों की सतर्कता और देश की समृद्धि की भावना काम करती है जिसके कारण भ्रष्टाचार पर लगाम लगी हुई है।

एक पुरानी कहावत है - दूर के ढोल सुहाने लगते हैं जब पास में ही ढोल बजने लगे तो कर्कश स्वर सुनाई देने लगता है। उपरोक्त कहावत सब पर लागू होती है, लेकिन सुधार भी उसी के रास्ते से निकालना होगा। किसी भी समाज का प्रत्येक नागरिक यदि ईमानदार, देशभक्त, लोकहितकारी, परहित चिंतक तथा समाज हितकारी हो जाये, तो हर समस्या का समाधान है।

भारत में दोहरे चरित्र वालों नागरिकों की संख्या बढ़ी है। जिसके कारण सभी सार्वजनिक कार्यों में भ्रष्टाचार बढ़ा है। कुछ लोग मजबूर किये जाते हैं कि सुविधा शुल्क के बिना कार्य में विलंब हो रहा है इसके लिए सरकारी शासन प्रणाली में खोट है।

अठारवी शताब्दी तक इंग्लैंड में सबके लिए शिक्षा की व्यवस्था नहीं थी। सिर्फ संपन्न परिवार के बच्चों को पढ़ने का अधिकार था। ऐसे समाज से निकले हुए लोग दुनिया के तीन चौथाई हिस्से पर कब्जा कर गुलाम देशों को सभ्यता का पाठ पढ़ा रहे थे। शेष बचे हिस्से पर फ्रांस, पुर्तगाल, स्पेन, डच लोगों का कब्जा था। ये सभी राज्य अपने समाज में घृणित कार्य करते थे और दुसरो को रोशनी दिखाने का बहाना बनाकर बेवकूफ बनाते रहे हैं।

इंग्लैंड और फ्रांस के अलावा इटली, स्पेन, पुर्तगाल के साथ अन्य यूरोपीय समाज में गुलाम बनाने की प्रथा 20 वी सदी तक जारी थी। इंग्लैंड के संपन्न वर्ग और जमींदारों के लडकों को राज्य की सरकारी सेवा में पदों की विडी रुपये से होती थी जिसके कारण अयोग्य अधिकारी सरकारी विभागों में तैनात होते थे और जो रुपया नौकरी के लिए दिये थे उसकी वसूली भ्रष्टाचार के माध्यम से वसूलते थे।

अंग्रेजों के आने से पहले इस भूभाग में प्रशासनिक प्रणालीगत भ्रष्टाचार कम था। राजा और नवाब खुद दंड देने की व्यवस्था अपने प्रधानमंत्री की सलाह पर करते थे और आर्थिक दंड देकर समाज में बुरे लोगों का अनादर कराते थे। सन 1857 के बाद अंग्रेजों ने पूरे भारत में अपना साम्राज्य विस्तार कर लिया और प्रणालीगत भ्रष्टाचार शासन व्यवस्था में कायम किया है जिसका परिणाम है कि सरकारें बदलती रहती हैं और शासन व्यवस्था पुराने ढर्रे पर चलता रहता है।

जब तक इस देश का प्रत्येक नागरिक अपनी नैतिक राष्ट्र जिम्मेदारी, लोकहित और स्वार्थ का त्याग नहीं करेगा - भ्रष्टाचार को समाप्त करना टेड़ी खीर है। विश्व के कुछ देशों में भ्रष्टाचार की मात्रा बहुत कम है। जिसका कारण नागरिकों में सतर्कता और राष्ट्रभक्ति की भावना के अलावा सरकार द्वारा लोकसेवकों की मर्यादित वेतन तथा सुविधाओं की व्यवस्था है।

आज ब्रिटेन-फ्रांस, अमेरिका, जर्मनी, चीन, बेल्जियम, ऑस्ट्रेलिया, पुर्तगाल, नॉर्वे, स्वीडेन, फिनलैंड, में भ्रष्टाचार की मात्रा कम है जिसके कारण राष्ट्र का प्रत्येक नागरिक गौरव की अनुभूति करता है और ईमानदारी से राष्ट्र के प्रति अपनी जिम्मेदारी पूरा करता है।

भारत में लोगों ने अंग्रेजी व्यवस्था को लागू कराया जो भ्रष्टाचार की जड़ है। महाराष्ट्र के सपूत वि. दा. सावरकर ने अपनी पुस्तक 'मेरी काला पानी की सजा' पुस्तक में उल्लेख किया है कि भारत में भ्रष्टाचार जोरो पर था और आज के सिक्को की जगह सोने चाँदी के सिक्के चलते थे। सोना का सिक्का पीला रंग का होता था इसलिए इसका कोडवर्ड हल्दी की गाँठ रखा गया था। समाज में गलत काम करने/कराने वाले लोग हल्दी की गाँठ देकर सभी काम करवा लेते थे।

अंग्रेजो ने यूरोप के अलग-अलग राज्यों के नागरिकों को अपनी कम्पनी ईस्ट इंडिया में रखा था क्योंकि कब्जा करने के लिए उनके देश में नागरिकों की कमी हो गई थी क्योंकि वे सामान्य विस्तार के विचार से लगातार युद्ध में शामिल थे। सन 1920 तक ब्रिटिश इंडिया के शासन काल में भारतीय सैनिकों का वेतन 10 रु. मासिक और युरोपीय सैनिक का वेतन 70 रु. मासिक था। थायलैंड पर इंग्लैंड का 750 वर्षों तक शासन था जिसके कारण वहाँ के गुलाम नागरिकों को, अपनी सेना में भर्ती कर, समाज विस्तार की योजना को सफल बनाया था।

लार्ड माउन्टबेटन की जीवनी में लिखा है कि वह ब्रिटिश नौसेना में एडमिरल थे और उनके पिताजी भी नौसेना में थे। उनकी एक मौसी की शादी ब्रिटिश राज परिवार में और एक मौसी की शादी रूस के जार राज परिवार में हुई थी। वे मूल रूप से जर्मन थे। 1947 में विश्व भर में अंग्रेजो के विरुद्ध विद्रोह की लहर थी और गुलाम देशों की लूट से इंग्लैंड के सम्पन्न परिवार के अलावा पूरा समाज सुखमय जीवन बिता रहा था।

माउन्टबेटन ने समाज को चेताया था कि अपने जीवन यापन की समुचित व्यवस्था करीये, अपना रोजगार और व्यवसाय खुद खड़ा करीये दूसरों की लूट पर चलने वाली व्यवस्था बहुत दिनों तक नहीं चलने वाली है। 1949 से 1964 के बीच दुनिया के अधिकतर देश गुलामी से स्वतंत्र हो गये थे। जिसके कारण युरोपीय देशों की आमदनी का स्रोत समाप्त हो गया।

इंग्लैंड, फ्रांस, पुर्तगाल, स्पेन, बेल्जियम, ऑस्ट्रिया, रूस आदि देशों में अपने देश में आर्थिक व्यवस्था मजबूत करने के उद्देश्य से औद्योगिकरण के साथ सामाजिक, शैक्षणिक, प्रणाली को मजबूत किया। समाज के प्रत्येक वर्ग के लिए सभी सुविधाएं उपलब्ध कराने की जिम्मेदारी सरकारी दायित्व माना गया। जिसके परिणाम स्वरूप यूरोप के कई देश आज सम्पन्न और विकसित राष्ट्र की श्रेणी में है।

उपरोक्त देशों ने अपनी श्रमशक्ति को विदेशों से आयातकर पूरा किया है और विशेष योग्यता वाले पदों पर दुनिया भर के योग्य लोगों को निमंत्रित कर अपने देश में तैनात किया है। अब उनको काला-गोरा के बीच भेद कम दिखाई देता है। भारत में भी यदि योग्यता का मानक मानकर सुपात्र व्यक्तियों को उचित पदों पर नियुक्त किया जाय तो समाज में सतर्कता के प्रति जागरूकता पैदा होगी और जन सहयोग से किसी भी समस्या का समाधान संभव है।

प्रत्येक व्यक्ति दूसरों से अच्छे की उम्मीद करता है, चाहे वह खुद गलत हो। सामाजिक सुधार जागरूकता - त्याग और उच्च आदर्श के माध्यम से कायम करना संभव है। प्रत्येक नागरिक की सतर्कता तथा जागरूकता राष्ट्रहित में अनिवार्य है।

WORK ETHICS



Smt. Priya Kumari
w/o Shri Amit Kumar
Deputy Manager (C-MP)

WORK ETHICS

“You can't have million dollar dreams with a minimum wage work ethic”

In its simplest definition, a system of moral principles is called ethics. They affect how people lead their lives, for life is an unbroken stream of decision-making and ethics are concerned with what is the right moral choice, for individuals and for society. This is also known as a moral philosophy. In a business, an ethical code is a defined set of principles which guide an organization in its activities and decisions and the firm's philosophy may affect its productivity, reputation, and bottom line.

Traditionally, work ethic has been understood as a value based on hard work and diligence. Work ethics Today's society is dominated by the meaning of rules that convey whether specific things are right or wrong from the social point of view. All of these rules are developed to maintain ethical values. Work ethic is not something that just doesn't come natural; it is something you have to train yourself to do. You get out what you put in, meaning if you spend a lot of time on something and work hard on it you will get rewarded but if you do something half fast you won't get rewarded. Your peers and elders will have more respect for you if you aren't afraid to do your best and put in everything you have to offer. I think a good work ethic is not just how hard you work I believe it is also how you treat people and act while you are doing it. A good work ethic is setting goals for you and reaching those goals and going beyond them. everyone that has a good work ethic has goals in some way. They not only push you to reach them but they are a guideline for yourself, and help you stay on task.

IMPORTANCE OF WORK ETHIC

Those with a strong work ethic have inculcated principles that guide them in their work behaviour. They are also trustworthy and very honest, these individuals view these traits as beneficial to the high-quality employees they seek to become.

Productive Work

Individuals with a good work ethic are usually very productive people who work at a faster pace. They regularly accomplish more work, more quickly than those who lack a work ethic, for they do not quit until the work which they are tasked is completed. At least in part, this is also due to the fact that they wish to appear to be stronger employees, and thus, they wish to appear to be of more benefit to the company.

Cooperation

Cooperative work can be highly beneficial in a business entity, individuals with a good work ethic know this well. They understand the usefulness of cooperation, e.g., teamwork — they often put an extensive amount of effort into working well with others. Such people usually respect company authority enough to cooperate with anyone else with whom they are paired, in a polite and productive way, even if the individuals in question are not so ethically inclined.

Reliability

Reliability is a big part of having a good work ethic. When individuals with a good work ethic say they are going to do something, they do it. Whether it is attending a certain workfunction, or saying they will arrive at a certain time, they will go out of their way to do so, as they value punctuality. Those with a strong work ethic show their employers that they are workers to whom they can turn to. As a result of this, they put large efforts into portraying this dependability by performing consistently and being reliable.

Dedication

Dedication to their jobs and doing anything that they can to ensure they perform well are also characteristics of a wonderful work ethic. This dedication often leads those individuals to change jobs not as frequently, as they become more committed to their positions in which they work. They tend not to be eager to abandon their posts. They also put in extra hours beyond what is expected, making it easy for their employers to see that they are truly dedicated to their position.

BASIC WORK ETHIC FOR AN ORGANISATION

Ideally, the policies a business operates with are compassion, fairness, honour, responsibility, and integrity. One of the best ways to communicate organizational ethics is by training employees about company standards. Basic work ethics for any organization should include:



Uniform rules and regulations: An ethical organizational example is the common treatment of all staff, i.e., with the same respect, regardless of race, culture, religion, or lifestyle, with equal chances for promotion. Therefore, small company managers should desist from favouring any one employee, for it can lead to lawsuits and is also highly counterproductive.

Respect for Employees: Respect employees and in return receive the same. Regulations should not be so rigid, and therefore, don't expect staff to attend work two days before a marriage. If somebody is not well, don't ask them to attend office unless or until there's an emergency.

Clear cut salary and promotion policy: Employees crib if they are underpaid. Make sure they get what is deserved and decided in the presence of the person. A major attrition factor is a poor appraisal, promotion prospects are ideally based on merit, not favour. Clarity is crucial.

Clear and uniform holiday schedule: It is the responsibility of human resource professionals to prepare the holiday calendar at the beginning of the year and circulate the same among all employees.

Preferably a workplace ethic culture will ensure that employers guide and mentor staff appropriately while management treats all as equal. Transparency is essential. Executives, as equally as employees, are expected to be honest and transparent. Organizations need to abide by ethical norms, all of which benefit, the society and the firm.

CONCLUSION

Today the notion of ethics is extremely widespread. They are an important part of our personal and our working life. With a positive work ethic, individuals can become more focused and responsible regarding their work. The individual can also cultivate a sense of achievement, and this too, has positive effects on their career development, and also on the culture and productivity within the enterprise. As we have seen, ethics are fundamental approach of any work or task where one keeps in mind the synergy and harmony of co-workers involved with respect to others, and towards work. Ethics in the work environment means those positive facets that accumulatively, define the staff of a company, e.g. Integrity, determination, dedication, initiative and so on. If asked about your ethics, then speak about how you implement them in your work and that being in a job that satisfies you, ensures that you are productive in your current job performance.

VIGILANCE AWARENESS WEEK - 2019 : CVO'S INTERACTION WITH MDL EXECUTIVES

ON 04.11.2019



स्वर्णिम भारत की कल्पना



श्री. प्रकाश चन्द्र झा
उप महाप्रबंधक (जनि-कार्य)

ऐसे भारत की करो कल्पना, जिसमें हो चहुँ ओर विकास.
हो अमन चैन सुख शांति चतुर्दिक, नगर नगर में हर्ष उल्लास.
ईर्ष्या लोभ लालच मक्कारी, इन दुर्गुणों का हो सत्यानाश.
भ्रष्टाचार का स्थान न कोई, सदाचार का हो सतत अभ्यास.

भारत फिर से हो "सोने की चिड़िया" दुनिया में इसका हो इज्जत खास.
मुश्किल नहीं गर ठान ले इसको, और मिलकर देश यदि करे प्रयास ॥1॥

गंगा, यमुना, कृष्णा, कावेरी, ब्रह्मपुत्र, नर्मदा, सतलुज, व्यास.
इस पुण्य भूमि के पावन रज का, अमृत जल से मिटती है प्यास.
लोहा तांबा अभ्रक अल्मुनियम, हर खनिज संपदा अपने पास.
शस्य श्यामला भारत की धरती, मोती उगले बारह मास.
राम कृष्ण की पावन यह धरती, कण कण में चंदन का वास.
मुश्किल नहीं गर ठान ले इसको, और मिलकर देश यदि करे प्रयास ॥2॥

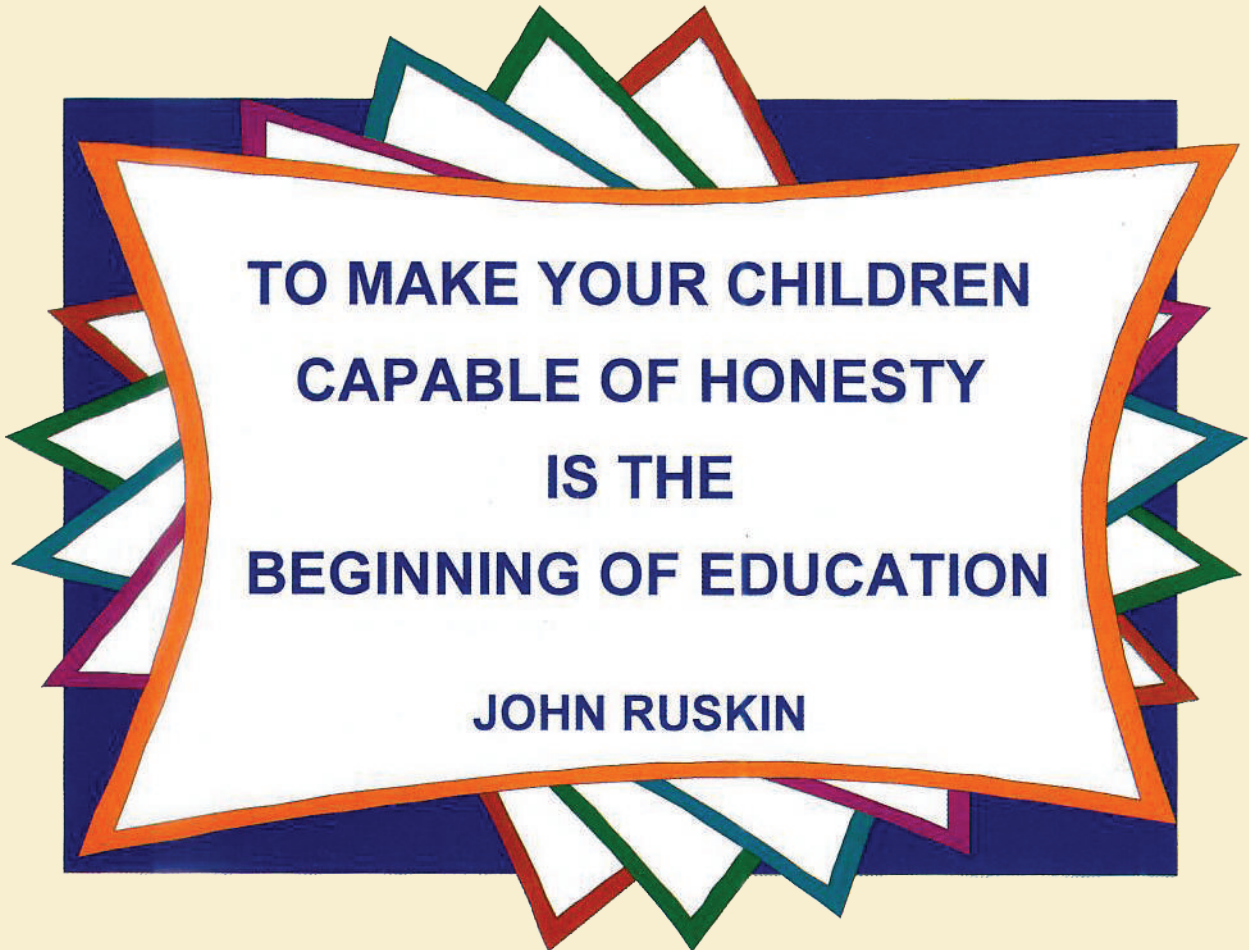
विश्व में जब अज्ञान तिमिर था, हम ऋचाएँ वेद की गाते थे.
जब जग को अक्षर-ज्ञान न था, हम उपनिषदों का ज्ञान लुटाते थे.
ज्योतिष का विज्ञान था उन्नत, हम ग्रह तारों की चाल बताते थे.
शल्य चिकित्सा या अर्थशास्त्र हो, नीति नियम की बात सुनाते थे.
सूरज, चाँद, सागर, पर्वत, अनजान नहीं था धरती आकाश.
मुश्किल नहीं गर ठान ले इसको, और मिलकर देश यदि करे प्रयास ॥3॥

अतिथियों को देवों का दर्जा, वसुधा को कुटुंब का मान दिया.
सत्य, अहिंसा, परोपकार को, जीवन में ऊंचा स्थान दिया.
सदाचार और शिष्ट आचरण को, बचपन से ही उत्थान दिया.
नदी, वृक्ष, लता, पशु, पक्षी को भी, देवों सा पहचान दिया.
यश कीर्ति की है गाथा कितनी, स्वर्णिम है इसका इतिहास.
मुश्किल नहीं गर ठान ले इसको, और मिलकर देश यदि करे प्रयास ॥4॥

षड ऋतुओं वाला यह देश, दुनिया में जिसका कोई न सानी है.
हर सुबह स्वर्णिम सा लगता, होती हर शाम सुहानी है.
चार कोस पर वाणी बदले, हर कोस बदलता पानी है.
अनेकता में प्रगाढ़ एकता, भारत की भव्य कहानी है.
हर प्रदेश का पकवान मनोहर है, होती सबकी अलग मिठास.
मुश्किल नहीं गर ठान ले इसको, और मिलकर देश यदि करे प्रयास ॥5 ॥

ज्ञान विज्ञान और प्रबंधन में, दुनियाँ भारत का यश गाता है.
सागर के तल से अन्तरिक्ष तक, भारत का परचम लहराता है.
परम आनंद की खोज है जिसको, वह भारत के शरण में आता है.
धर्म, अध्यात्म, जीवन-मरण का, हर ज्ञान यहाँ पर पाता है.

विश्व-गुरु फिर से बनेगा भारत, हम सबको है पूरा विश्वास.
मुश्किल नहीं गर ठान ले इसको, और मिलकर देश यदि करे प्रयास ॥6 ॥



**VIGILANCE AWARENESS WEEK - 2019 : MOTIVATIONAL TALK -
IN APPRENTICE TRAINING SCHOOL (ATS), MDL ON 04.11.2019**



PRIZE-WINNING SLOGANS : VIGILANCE AWARENESS WEEK - 2019

IN ENGLISH	
FIRST PRIZE	<p>Light-up the Candles of Integrity, to keep fear and darkness of Corruption Away</p> <p>- Shri. Atul Hiralal Agawane, P. No. 99806, M (D-Engg.)</p>
SECOND PRIZE	<p>Speak with Honesty Think with Sincerity Act with Integrity</p> <p>- Shri. Neeraj Purohit, P. No. 99522, Manager (PLG-EY)</p>
हिन्दी में	
प्रथम पुरस्कार	<p>भ्रष्टाचार तो एक बीमारी जैसी, अपने देश में फैली है । एक दवाई है ईमानदारी, सबसे उत्तम जीवन शैली है ।</p> <p>- श्री. प्रकाश चन्द्र झा, पी. नं. 98864, उप महाप्रबंधक (जनि - कार्य)</p>
द्वितीय पुरस्कार	<p>देश को आगे बढ़ाना है । तो भ्रष्टाचार को मिटाना है ॥</p> <p>- श्री. शिवाजी आर. बैत, टि. नं. 86581, कार्यालय अधीक्षक (एसबी - एसक्यूसी)</p>
मराठी मध्ये	
प्रथम पारितोषिक	<p>नभी फडफडणाऱ्या तिरंग्याची, वाढवुया उंच शान. दक्षता, जागरुकता, प्रामाणिकता आणि नैतिक तत्वांनी, घडवुया आपण सारे भारत खंड महान.</p> <p>- श्री. अतुल हिरालाल आगवणे पी. नं. 99806, प्रबंधक (डि - इंजि.)</p>
द्वितीय पारितोषिक	<p>प्रामाणिकपणे कष्ट करु । भ्रष्टाचाराला नष्ट करु ।</p> <p>- श्री. मालोजी गणपत पोफळे टि. नं. 30553, कंपोजिट वेल्डर (एस बी - वेल्डींग)</p>

PRIZE-WINNING ESSAYS : VIGILANCE AWARENESS WEEK - 2019**सतर्कता जागरुकता सप्ताह २०१९ - मराठी निबंध - प्रथम पुरस्कार****प्रामाणिकपणा - एक जीवनशैली**

श्री. विनायक पुराणिक
एल ग्रेड प्लॅनर एस्टीमेटर (पी १७ प्लॅनिंग)

भारतीय संस्कृती फार प्राचीन काळापासून अस्तित्वात आहे. विभिन्न सण, उत्सवांच्या माध्यमातून मानवाला उपकारक ठरणान्या निसर्गाबद्दल कृतज्ञता व्यक्त करण्याची आपली पुरातन परंपरा आहे. या कृतज्ञतेतूनच प्रत्येकाचा आदर करण्याची, सगळ्यांशी प्रामाणिक राहण्याची शिकवण मिळते.

भारतीय संस्कृतीत चार ऋण सांगितले आहेत. मातृ ऋण, पितृ ऋण, आचार्य ऋण व समाज ऋण. अर्थात माता, पिता, आचार्य व समाज यांचे आपण ऋणी आहोत. हे ऋण चुकवण्यासाठी त्यांच्याशी कृतज्ञ राहण्याची व कृतघ्नता न करण्याची शिकवण भारतीय संस्कृती आपल्याला देते. या शिकवणीचे पुन्हा पुनरुत्थान करणे ही आज काळाची गरज आहे. किंबहुना आज समाजात बोकाळलेला भ्रष्टाचार रोखण्यासाठी याची नितांत आवश्यकता आहे.

समाजाशी असणारी कृतज्ञता आपोआपच प्रामाणिकपणा शिकवते. समाजाशी असणारी बांधिलकी व्यक्तीला समाजासाठी काही चांगले करायला प्रोत्साहित करते. त्यातूनच निर्माण होतो एक स्वच्छ आणि सृष्ट समाज. जो सत्यनिष्ठा व ईमानदारी या तत्वांना महत्व देऊन त्या प्रमाणे आचरण करण्याचा प्रयत्न करतो.

आज प्रत्येक जण आपले राहणीमान उंचावण्याचा प्रयत्न करतो आहे. राहणीमान उंचावण्यासाठी आवश्यक आहे पैसा. पैसा मिळवण्यासाठी प्रत्येक जण धडपडतो आहे, प्रयत्न करतो आहे. आज वर दिलेली सत्यनिष्ठा व ईमानदारी ही तत्वे समाजात कमी प्रमाणात पहायला मिळतात. झटपट श्रीमंत होण्याची वृत्ती वाढते आहे. कमी कष्टात व कमी वेळेत सर्व काही कसे मिळवता येईल याचा विचार केला जातो आणि मग हा विचार घेऊन जातो भ्रष्ट आचाराकडे अर्थात भ्रष्टाचाराकडे !

भ्रष्टाचार कितीतरी प्रकारे होत असतो जसे :

१. शाळेत कॉपी करणे.
२. देव दर्शनाच्या, रेल्वे/बस तिकीटाच्या ईत्यादी विविध रांगेत मध्येच घुसणे.
३. शाळा/कॉलेज मध्ये प्रवेशासाठी डोनेशन देणे/घेणे.
४. सरकारी कार्यालयातील आपली कामे करून घेण्यासाठी, लवकर होण्यासाठी पैसे देणे/घेणे.
५. खोटी कागदपत्रे बनवणे.
६. सरकारी योजनांचा लाभ देतांना/घेतांना भ्रष्टाचार करणे.
७. प्राईवेट शाळा, कॉलेज, कम्पन्यांमध्ये पगार पत्रकावर सही घेऊन वास्तविक पगार कमी देण्याचे प्रकार.
८. सरकारी/निम-सरकारी, प्राईवेट ईत्यादी कार्यालयांमध्ये आवश्यक साधन-सामग्री खरेदी करतांना होणारा भ्रष्टाचार.

९. सरकारी परियोजनांच्या खर्चात होणारा भ्रष्टाचार.
१०. बँकांकडून घेतलेले कर्ज परत न करणे.
११. खोटी कागदपत्रे जमा करून कर्ज मिळवणे.
१२. या व्यतिरिक्त कितीतरी ज्ञात/अज्ञात प्रकारे होत असणारा भ्रष्टाचार.

भ्रष्टाचाराच्या अशा विभिन्न स्वरूपांचा विचार केला तर लक्षात येईल की आपल्या हातात असलेल्या अधिकाराचा उपयोग स्वतःच्या पदरात आर्थिक लाभ घेण्यासाठी केला जातो आहे. आपण जे काम करतो ते विश्वस्त भावनेने तसेच जनहितार्थ केले पाहिजे. जनतेच्या तसेच सार्वजनिक पैशांचा वापर योग्य प्रकारे केला पाहिजे ही भावनाच नष्ट होत आहे.

अर्थातच प्रत्येक व्यक्तीच्या अंगी प्रामाणिकपणा असायला हवा. प्रामाणिकपणे जगणे अंगवळणी पडायला हवे. आयुष्यात पैसा कमी मिळाला तरी चालेल, पण प्रामाणिकपणे जगण्याचे समाधान मिळायला हवे.

त्यासाठी प्रत्येकाने ठरवले पाहिजे की :

१. जीवनाच्या प्रत्येक क्षेत्रात प्रामाणिकपणा व कायद्याच्या नियमांचे पालन केले पाहिजे.
२. लाच देणार नाही व लाच घेणार नाही हा निश्चय केला पाहिजे.
३. प्रत्येक कार्य प्रामाणिकपणे व पारदर्शकतेने केले पाहिजे.
४. समाजहितासाठी कार्य केले पाहिजे.
५. आपल्या स्वतःच्या आचरणातून प्रामाणिकपणाचा आदर्श घालून दिला पाहिजे.
६. भ्रष्टाचाराच्या कोणत्याही घटनेची माहिती योग्य एजेन्सी पर्यंत पोचवली पाहिजे.

अशा प्रकारे जर प्रत्येक व्यक्ती आपल्या आचरणात, कृतीत, प्रामाणिकपणा रुझवेल तर प्रामाणिकपणा ही आपल्या समाजाचीच जीवनशैली बनेल व भ्रष्टाचारमुक्त भारत, समृद्ध भारत हे स्वप्न प्रत्यक्षात यायला वेळ लागणार नाही. करदात्यांनी भरलेल्या कराचा योग्य विनियोग देशकार्यासाठी होईल !

“प्रामाणिकपणा, खरेपणा आणि सत्यनिष्ठा
भारतीय समाजासाठी होवो खरी प्रतिष्ठा
ईमानदारीने जीवन जगण्याचा घ्यावा वसा
आदर्श वागणुकीचा हवा जनमानसावर ठसा”

**No Power can Stop Your Growth
if your Actions are Firmly Rooted
in Truth & Integrity**

सतर्कता जागरूकता सप्ताह २०१९ - मराठी निबंध - द्वितीय पुरस्कार

प्रामाणिकपणा - एक जीवन शैली



कु. प्रज्ञा मालोजी पोफळे
सुकन्या श्री. मालोजी गणपत पोफळे
कम्पोजिट बेलडर (एस बी - वेल्डींग)

प्रामाणिकपणा हा नैतिक चारित्र्याचा असा घटक आहे. जो सत्य, दया, अनुशासन, अखंडता याबरोबर अनेक चांगल्या गुणांचा विकास करतो. म्हणूनच तर 'बेंजमिन फ्रँकलिन' या सुप्रसिद्ध लेखकाने म्हटले आहे.

“प्रामाणिकपणा हेच सर्वोत्तम धोरण आहे”

प्रामाणिकपणाचा अर्थ म्हणजे जीवनातील सर्व प्रसंगात प्रामाणिक तसेच सत्यवादी रहाणे होय.

प्रामाणिकपणा हे एका व्यक्तीमध्ये असणारी सर्वात प्रशंसा योग्य वैशिष्ट्य आहे. हेच पुण्य आपण लहान असल्या पासूनच आपल्या पालकांनी व शिक्षकांनी आपल्यात रुजवले आहे. पालक, शिक्षक आणि आजूबाजूचे इतर लोक पाहून आपण मोठे होत असताना प्रामाणिक रहायला शिकतो.

प्रामाणिकपणाचे जीवनात अनेक फायदे होतात जसे की, प्रामाणिकपणामुळे आपली समाजात एक 'प्रामाणिक नागरिक' म्हणून ओळख मिळते ज्यामुळे मान-सन्मान, प्रतिष्ठा प्राप्त होते. प्रामाणिकपणामुळे मनुष्यात लोककल्याणाची भावना निर्माण होते.

प्रामाणिकपणा आत्म संतुष्टि चा सर्वोत्तम उपाय आहे. जो मनुष्याला लोभी वृत्ती पासून दूर ठेवतो व समाधानी जीवन जगण्यात मदत करतो. प्रामाणिकपणा आपल्याला आत्मविश्वास देऊन आपल्या जीवनात वास्तविक ध्येये ठेवण्याची परवानगी देतो.

आजच्या जीवनातील चाललेली बेईमानी पाहून आपल्याला आश्चर्य वाटत नाही. अगदी नोकरीच्या अर्जात लोक सर्रासपणे खोटी किंवा वाढवून चढवून माहिती लिहितात. स्वतःच्या योग्यतेची व अनुभवाची खोटी माहिती देतात, लिहितात. स्थलांतर, कर, विमा इत्यादीकरिता अर्ज भरावे लागतात तेव्हा ते सहसा आपले काम साधण्यासाठी खोटी उत्तरे लिहितात. विद्यार्थी परिक्षेत नक्कल करतात. भ्रष्ट अधिकाऱ्यांकडे काही काम असते तेव्हा लोक आपले काम करून घेण्यासाठी या अधिकाऱ्यांना लाच देतात. अशा बेईमानी करणाऱ्या लोकांमुळे कठोर परिश्रम करणाऱ्यांचे महत्त्व राहणार नाही.

बेईमानी केल्याने सुरुवातीला लाभ मिळू शकतो परंतु त्याचा परिणाम खूप वाईट होतो. बेईमान व्यक्ती समाजाकरिताच नाही तर देशाकरिता सुद्धा अभिशाप आहेत कारण ते समाजव्यवस्था अस्ताव्यस्त करतात. आज देशभरात बेईमानीमुळे भ्रष्टाचार वाढला आहे.

प्रामाणिकपणाशिवाय कोणीही मित्रमैत्रिणीमध्ये, परिवारात, व्यवहारात विश्वासपूर्ण संबंध निर्माण करू शकत नाही.

प्रामाणिकपणात भ्रष्टाचाराला आळा घालण्याची तसेच समाजातील समस्या सुधारण्याची शक्ती असते

म्हणूनच जर सर्व लोकांनी आपल्या आचरणात प्रामाणिकपणा आणल्यास देशात भ्रष्टाचाराला थारा उरणार नाही.

विकसीत देशाचे प्रामाणिक नागरिक व्हायला आपण पात्र आहोत असा विश्वास मुळात विद्यार्थी व तरुणांच्या मनात निर्माण व्हायला हवा. कोणत्याही देशाचा विकास व उत्तम शासन हा त्या देशाच्या प्रामाणिक नागरिकांवर अवलंबून असतो. युवाशक्ती ही देशाची एकमेव खरी संपत्ती आहे. त्यांच्यासमोर विज्ञान, तंत्रज्ञान, राजकारण व उद्योग यांसारख्या सर्व क्षेत्रातील उच्च दर्जाचे व प्रामाणिकपणाने वागणारे राष्ट्रीय नेते आदर्श म्हणून उभे केले पाहिजे कारण आदर्शांच्या कल्पना आपल्याला जगताना मार्गदर्शक ठरतात. आदर्श ही मोलाची संकल्पना आहे. त्यासाठी प्रत्येक नागरिकाने आधी स्वतःशी प्रामाणिक रहाणे गरजेचे आहे.

एक एका प्रामाणिक नागरिकाने केलेल्या पराक्रमांची बेरीज म्हणजे देशाचा पराक्रम असतो. माझा देश म्हणजे माझ्या देशाचे नागरिक. मला प्रगती करण्याचा जसा हक्क आहे, तसाच हक्क प्रत्येक नागरिकाला आहे म्हणून सर्वांनी एकमेकाला मदत केली पाहिजे. एकमेकांशी समंजसपणे वागले पाहिजे. सगळ्यात महत्त्वाचे म्हणजे जे जे दुबळे आहेत, वंचित आहेत, शोषित आहेत, त्यांना मदतीचा हात दिला पाहिजे. प्रत्येक नागरिकाने भ्रष्टाचारी, गुन्हेगारी नष्ट केली पाहिजे.

ज्या देशात असे जबाबदार व समंजस प्रामाणिक नागरिक आहेत, तोच देश जगात प्रगती करू शकतो.

जय हिंद !



**VIGILANCE AWARENESS WEEK - 2019 : SENSITIZATION OF MDL
CISF JAWANS ON 23.11.2019**



सतर्कता जागरुकता सप्ताह २०१९ - हिन्दी निबंध - प्रथम पुरस्कार

ईमानदारी - एक जीवन शैली



श्री. राजेश हिं. आंबवाड
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प्रस्तावना

“ईमानदारी सबसे अच्छी नीति है” – बेंजामिन फ्रेंकलिन द्वारा कही गयी इस बात को हमने अपने स्कूल के दिनों में कहानी की शिक्षा के रूप में भी तो पढ़ा है ना, ‘ऑनेस्टी इज द बेस्ट पॉलिसी’ अर्थात **ईमानदारी सबसे अच्छी नीति** है। इस नैतिकता से जुड़ी कहानियाँ आपको आज भी याद होंगी। लेकिन क्या हमें उन कहानियों के साथ-साथ ये सन्देश भी याद है कि हर शख्स को ईमानदार होना चाहिए, क्योंकि ईमानदारी का कोई विकल्प हो ही नहीं सकता, हमारा जीवन धन्य हो सकता है। ईमानदारी एक गुण ही नहीं बल्कि एक आचरण है, अगर हमारी जीवनशैली ईमानदार युक्त है तो हमारे चारो तरफ का वातावरण सकारात्मक ही बनेगा।

जीवन में ईमानदारी की भूमिका और महत्व

बिना ईमानदारी के कोई भी व्यक्ति, परिवार, मित्रों, अध्यापकों आदि के साथ, किसी भी स्थिती में रिश्ते को विश्वसनीय नहीं बना सकता है। ईमानदारी रिश्तों में विश्वास का निर्माण करती है।

कोई भी किसी के मस्तिष्क को नहीं पढ़ सकता, जब तक की ओ यह महसूस नहीं करता कि वह व्यक्ति ईमानदार है। ईमानदारी अच्छी आदत है, जो सभी को खुशी और शान्तिपूर्ण मस्तिष्क प्रदान करती है। बेईमान लोग किसी भी रिश्ते का विकास नहीं होने देते और बहुत सी समस्याओं का निर्माण करते हैं।

झूठ बोलना अपने प्रियजनों को बहुत ही दुख देता है, जो रिश्तों में विश्वासघात के हालात पैदा करता है। ईमानदार होना खुशनुमा चेहरा और निडर मन देता है।

केवल कुछ डर के कारण सच बोलना एक व्यक्ति को वास्तविक रूप से ईमानदार नहीं बनाता। यह एक अच्छा गुण है, जिसे लोगों को हमेशा अपने व्यवहार में आत्मसात करना चाहिए। सत्य हमेशा कड़वा होता है हालांकि, हमेशा अच्छे और स्वस्थ परिणाम देता है।

ईमानदारी वह शक्ति है, जो भ्रष्टाचार को हटाने की क्षमता को रखती है और समाज के बहुत से मुद्दों को हल कर सकती हैं। शुरुआत में, ईमानदारी का अभ्यास जटिल और उलझनवाला हो सकता है हालांकि बाद में व्यक्ति को बेहतर और राहत महसूस कराती है। यह एक व्यक्ति को किसी भी बोझ से राहत देने के साथ ही स्वतंत्र बनाती है।

ईमानदारी एक व्यक्ति को अच्छे स्वास्थ्य वाला और सुखी बनाती है। ईमानदार होना सभी चिन्ताओं, परेशानियों और बेईमान होने की सभी गतिविधियों में जकड़ने के तनाव से आझाद करता है। इस तरह से वह हमें तणावपूर्ण जीवन और बहुत सी बीमारियाँ जैसे – उच्च रक्तदाब, थकान, कमजोर प्रतिरक्षा प्रणाली, मधुमेह, आदि से दूर रखती है।

- यह मन की शान्ति को बनाए रखने में मदद करती है। ईमानदारी एक व्यक्ति को बिना किसी डर और सभी समस्याओं से मुक्त होकर जीने के लिए प्रेरित करती है। ईमानदारी बेहतर निर्णय लेने और जीवन की गुणवत्ता को सुधारने के लिए सकारात्मक दृष्टिकोण को विकसित करती है।
- ईमानदार लोगों को वास्तव में प्यार, विश्वास, आदर किया जाता है और समाज व परिवार में उनकी विशेष देखभाल की जाती है। उनके व्यक्तिगत कार्यस्थल और कारोबार के रिश्ते मजबूत और विश्वसनीय होते हैं।
- ईमानदार होना शरीर और मन में साख और सकारात्मक उर्जा को बढ़ावा देता है।
- ईमानदारी लोगों के दिलों, परिवारों, समाज और राष्ट्र में बेहतर स्थान बनाने में मदद करती है। यह सकारात्मक लोगों के साथ मजबूत पारस्परिक संबंधों को बनाने में मदद करती है।
- यह मानसिक स्वास्थ्य में सुधार करने के द्वारा सभी नकारात्मकताओं को हटाती है।
- ईमानदार लोग आसानी से दूसरे लोगों को अपनी और प्रभावित और आकर्षित कर लेते हैं।
- यह जीवन में पारदर्शिता लाने के साथ ही एक व्यक्ति की वास्तविक शक्तियों और योग्यता को जगाती है। एक ईमानदार व्यक्ति आसानी से अपने जीवन के दैविक उद्देश्यों का अहसास करके मोक्ष प्राप्त करता है।
- यह एक व्यक्ति को धार्मिक जिम्मेदारियों के ज्यादा पास रखती है।

ईमानदारी यानि सच्चाई – जीवन के हर मोड़ पर आपकी अपेक्षा यही रहती हैं ना, कि आपके आसपास मौजूद लोग आपके प्रति सच्चे हो। आपके साथ चल करने के बजाय आपके गुणों को सराहे और आपकी कमियों के बारे में सच्चाई के साथ सतर्क करते रहें।

लेकिन जब आप अपने आसपास मौजूद माहौल में ऐसे सच्चे और ईमानदार लोगों की कमी महसूस करते हैं तो थोड़ी निराशा भी महसूस करते ही होंगे। दरअसल ईमानदारी और सच्चाई एक ही बात है। बस फर्क इतना है कि ईमानदारी शब्द को अक्सर फर्ज से जोड़कर देखा जाता है और सच्चाई को रिश्तों से जोड़कर देखा-समझा जाता रहा है।

ईमानदारी के साथ अनुशासन भी चलता है – ईमानदार व्यक्ति में अनुशासन भी होता है जिसके ज़रिये वो हर कार्य आत्म-अनुशासन में रहते हुए समय पर पूरा कर पाता है। समय पर कार्य करना भी उस कार्य के प्रति ईमानदारी ही दर्शाता है।

ईमानदारी में पारदर्शिता होती है – ईमानदार व्यक्ति जिस भी रिश्ते में जुड़ा होता है, उसके व्यवहार में पारदर्शिता को साफ देखा जा सकता है। रिश्ता चाहे परिवार का हो, करियर से जुड़ा हो या फिर समाज और दुनिया से ही क्यों न जुड़ा हो, ईमानदार शख्स हर रिश्ते को पूरी पारदर्शिता के साथ निभाता है। जिससे सम्बन्ध और भी ज्यादा मजबूत हो जाते हैं।

ईमानदारी में निहित होती है करुणा – दया और करुणा का भाव भी ईमानदारी का ही साथी होता है। दया और सहानुभूती, सहयोग और सद्भावना जैसे भाव ईमानदार व्यक्ति में कूट-कूट कर भरे होते हैं। जो हर कदम पर उसके व्यक्तित्व में निखार लाते हैं।

ईमानदारी और यथार्थ – इमर्सन ने कहा है – ‘यथार्थ और ईमानदारी सगी बहने हैं’ सच ही तो है, ईमानदारी और वास्तविकता आपस में सम्बंधित जो है। छल-कपट, झूठ और बेईमानी से दूर रहकर ईमानदारी के साथ जीना ही यथार्थ जीवन है।

ईमानदारी और विश्वसनीयता - ईमानदार व्यक्ति भरोसेमंद होते हैं, जिन पर आँख बंद करके भी भरोसा किया जा सकता है। मुश्किल हालातों में पीठ दिखाकर भागने की बजाए ऐसे लोग मुसीबत में साथ खड़े देखे जा सकते हैं।

ईमानदारी और निर्भीकता - ईमानदार व्यक्ति को किसी बात का डर नहीं होता क्योंकि वो जानता है कि उसने किसी के साथ कोई छल नहीं किया है। इसी कारण ईमानदार व्यक्ति का व्यक्तित्व भी शांत होता है क्योंकि बेईमान लोगों की तरह अपने दोष और की गयी चोरी को छिपाने के लिए उग्रता दिखाने की उसे कोई जरूरत नहीं पड़ती है।

ईमानदारी और कर्तव्य - कर्तव्य और अधिकार एक ही सिक्के के दो पहलू होते हैं लेकिन आज के इस दौर में अधिकारों का बोलबाला है। कर्तव्य के बारे में बात करना कोई पसंद नहीं करता, लेकिन ईमानदारी अपने साथ कर्तव्य को लेकर चलती है। हर ईमानदार शख्स अपने कर्तव्यों का निर्वाह सच्चाई और समर्पण के साथ करता है।

ईमानदारी और प्रतिष्ठा - हर व्यक्ति चाहता है कि समाज में उसे खास प्रतिष्ठा और सम्मान मिले लेकिन समाज और दुनिया उसी को सराहती है, उसी का सम्मान करती है जो अपने दायित्वों के निर्वहन के समय पूरी ईमानदारी बरतता है। ऐसे लोगों को प्रत्येक व्यक्ति सम्मान की दृष्टि से देखता है और अपना आदर्श भी मानता है।

निष्कर्ष

ईमानदारी एक गुण है, जो एक व्यक्ति की नैतिकता को दिखाती है। यदि सभी लोग गंभीरता से ईमानदारी प्राप्त करने का अभ्यास करें, तो समाज सही अर्थों में आदर्श समाज होगा और भ्रष्टाचार व सभी बुराईयों से मुक्त हो जाएगा। सभी के दैनिक जीवन में बड़े से बड़े परिवर्तन होंगे। यह और भी अधिक आसानी से हो सकते हैं, यदि सभी अभिभावक और शिक्षक राष्ट्र के प्रति अपनी जिम्मेदारियों को समझें और अपने बच्चों व विद्यार्थियों को नैतिक मूल्यों के बारे में बताएं।

ईमानदारी का अर्थ सभी के लिए सभी पहलुओं पर ईमानदार होना है। यह किसी को मजबूर किए बिना, किसी भी परिस्थिति में सार्वभौमिक अच्छाई पर विचार करके कुछ अच्छा करने का कार्य है। ईमानदारी वह रास्ता है, जिसके अंतर्गत हम दूसरों के लिए स्वार्थरहित तरीके में कुछ अच्छा करते हैं। कुछ लोग ईमानदार होने का केवल दिखावा करते हैं और यह मासूम लोगों को धोखा देने का गलत तरीका है। ईमानदारी वास्तव में ऐसा गुण है, जो एक व्यक्ति के अच्छे गुणों को दर्शाता है।

ईमानदारी कोई व्यक्तित्व नहीं है जो कुछ लोगों तक ही सीमित रह सकता हो, बल्कि ईमानदारी व्यक्तित्व का एसा जरूरी गुण है जो हर शख्स में होना बेहद जरूरी है।

ईमानदारी की सीख लेने की कोई निश्चित उम्र नहीं होती। जिस पल चाहे, उसी पल से ईमानदार हुआ जा सकता है, स्वयं के प्रति, अपनों के प्रति, समाज-देश और इंसानियत के प्रति। ये बेहद आसान है और जिन ईमानदार लोगों को हम अपना आदर्श मानते आये हैं, क्यों ना अभी से उनकी राह का अनुसरण किया जाए और अपने जीवन को बेहतर से बेहतरीन बना लिया जाए।

जय हिंद ! वंदे मातरम !

सतर्कता जागरूकता सप्ताह २०१९ - हिन्दी निबंध - द्वितीय पुरस्कार

INTEGRITY - A WAY OF LIFE



श्री. महिप गोयल
प्रबंधक (एम पी जी)

सत्यनिष्ठा एक व्यापक अर्थों वाला शब्द है। यह मानव जीवन को बदलने का सामर्थ्य रखता है। आमतौर पर हम सत्यनिष्ठा का प्रयोग सच्चाई के लिए ही करते हैं। जो इन्सान जीवन में सत्य के पथ पर अग्रेसर होता है उसे कभी बड़ी पराजय का सामना नहीं करना पड़ता है।

सत्य के बल पर वह जीवन में नित्य आंशिक सफलताओं के मुकाम हासिल करता जाता है। कठिन हालातों में भी सत्य की राह को थामे मानव को कोई विपदा परास्त नहीं कर पाती है तथा उसकी यह अट्टल सोच उन्हें शेष समाज में सम्मानीय व आदर्श का पद दिलाती है।

महात्मा गांधी, बुद्ध, महावीर स्वामी, विवेकानंद जी जैसे चिर परिचित नामों के महान बनने में सत्य का बड़ा योगदान था। इन्होंने अपने हृदय में सच को बसाया तथा उसी पर अमल किया।

सत्यनिष्ठा के अंग्रेजी पर्याय integrity का तात्पर्य किसी चीज के संपूर्ण रूप से जुड़े होने और आंतरिक सुसंगति से हैं। सत्यनिष्ठा के अंतर्गत नैतिक सिद्धांतों के बीच में आंतरिक सुसंगति और नैतिक सिद्धांतों तथा व्यवहार में सुसंगति दोनों आते हैं। सत्यनिष्ठा सम्पन्न व्यक्ति का आचरण लगभग हर स्थिति में उसके नैतिक सिद्धांत के अनुरूप होना चाहिए और नैतिक सिद्धांत वस्तुनिष्ठ आधार पर नैतिक होना चाहिए।

सुसंबद्धता में निहित है कि नैतिक सिद्धांतों का अधिक्रम या सोपान क्रम भी सुनिश्चित होना चाहिए ताकि अगर दो सिद्धांतों का टकराव हो तो भी कर्ता को इस बात का संशय न हो कि उसे किस सिद्धांत को वरीयता देनी है अगर किसी नैतिक सिद्धांत से विचलन होता है तो उस विचलन को न्यायसंगत ठहराने के लिए पर्याप्त आधार होना चाहिए। प्रसिद्ध दार्शनिक कोट की भाषा में कहे तो मुझे किसी नियम के उल्लंघन का हक तभी है जब मैं यह कहूँ कि जैसी स्थिति में मैं हूँ वैसी स्थिति में नियम का उल्लंघन करना भी नियम माना जा सकता है।

सत्यनिष्ठा के प्रकार (types of Integrity)

सत्यनिष्ठा बहुत व्यापक शब्द है इसे और अधिक सुपरिभाषित करने के लिए विभिन्न क्षेत्रों के अनुसार देखा जा सकता है जैसे

- बौद्धिक सत्यनिष्ठा : (Intellectual Integrity)
- व्यक्तिगत सत्यनिष्ठा : (Personal Integrity)
- व्यावसायिक सत्यनिष्ठा : (Business Professional Integrity)
- कलाकार की सत्यनिष्ठा : (Integrity of the Artist)
- ब्रांड की सत्यनिष्ठा : (Brand Integrity)

बौद्धिक सत्यनिष्ठा : (Intellectual Integrity) :

- १) अपना मूल्यांकन उन्हीं प्रतिमानों पर तथा उतनी ही कठोरता से करना जिन पर हम किसी और का मूल्यांकन करते हैं। अगर कोई व्यक्ति पीठ पीछे किसी और के बारे में गलत बोलता है तो उसे किसी ऐसे व्यक्ति पर नाराज नहीं होना चाहिए जो उसके बारे में पीछे से गलत बोलता हो।
- २) अपने सिद्धांतों और व्यवहारों पर गहराई से विचार करके उन असंगतियों और अंतविरोधों की खोज करना जो हमारी सत्यनिष्ठा पर सवाल उठाते हैं और जहाँ तक संभव हो ऐसी असंगतियों को समाप्त करने की कोशिश करना।

बौद्धिक पाखंड : इसका अर्थ है अपने लिए अलग तथा दूसरो के लिए अलग नैतिक मानदंड रखना तथा अपने अंतविरोधों के प्रति लापरवाह रहना या उन्हें जान बूझकर नजर अंदाज करना।

व्यक्तिगत सत्यनिष्ठा : (Personal integrity) : वैयक्तिक नैतिक सिद्धांतों व आचरण के बीच सुसंगति बनाए, इसका सम्बन्ध सम्पूर्ण जीवन से है किसी क्षेत्र विशेष से नहीं।

व्यवसायिक सत्यनिष्ठा : (Business Professional Integrity) : अपने व्यवसाय से जुड़े उन नैतिक सिद्धांतों का पालन करना जो उस व्यवसाय की आचार संहिता में शामिल हैं। जैसे वकील द्वारा अपने मुक्किल की पूरी सहायता करना नैतिक है और दूसरे पक्ष के वकील से सांठ गाँठ कर लेना अनैतिक है।

अक्षर व्यावसायिक नैतिकता व सामाजिक नैतिकता में गहरा अंतविरोध हो तो नैतिक संकट उत्पन्न होता है, ऐसे में सामाजिक नैतिकता का पालन करना चाहिए। यदि अस्पताल चिकित्सक से अनावश्यक तौर पर किसी मरीज की सर्जरी करने को कहे तो उसे आचरण संहिता के इस नियम का पालन नहीं करना चाहिए कि कनिष्ठ चिकित्सक, वरिष्ठ चिकित्सक के निर्देशों के पालन करेंगे।

कलाकार की सत्यनिष्ठा : (Integrity of the Artist) : कलाकार को वही बात कहनी चाहिए जो वह सचमुच सोचता है, किसी अर्थिक लाभ या अन्य प्रकार के दबाव में आकर कोई गलत बात व्यक्त नहीं करनी चाहिए। कलाकार की बातों से समाज पर गहरा प्रभाव पड़ता है इसलिए उसती नैतिक जिम्मेदारी है कि झूठ का प्रचार प्रसार न करे।

ब्रांड की सत्यनिष्ठा : (Brand Integrity) : किसी ब्रांड का अपनी छवि को सुसंगत रखना जैसे विज्ञापनों का प्रायः एक जैसा होना बाजार सम्बन्धी नीतियों में समरूपता आदि ब्रांड सत्यनिष्ठा के अंतर्गत आते हैं।

व्यक्तिगत जीवन में सत्यनिष्ठा के लाभ : (Benefits of Integrity in personal life)

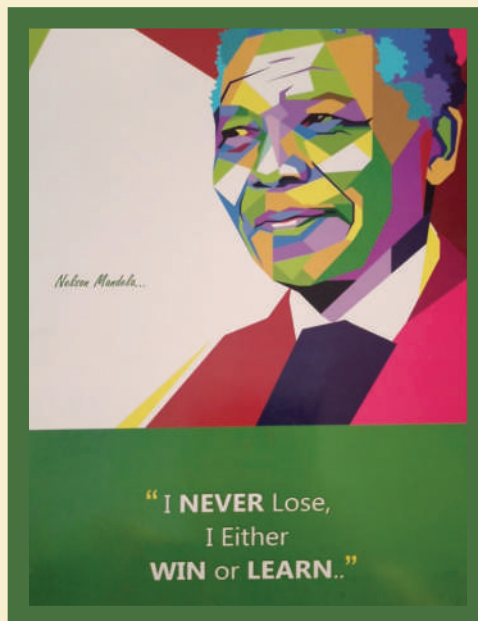
- १) इससे व्यक्ति की विश्वसनीयता बढ़ती है। विश्वसनीयता बढ़ने से बाजार, राजनीति या प्रशासन में उसकी सफलता की सम्भावना बढ़ती है।
- २) सम्मान बढ़ने से उसे आत्मसंतोष प्राप्त होता है, इससे निष्पादन और बेहतर होते हैं।
- ३) अगर ऐसे व्यक्ति से कोई गलती हो भी जाती है तो उसे अपवाद समझा जाता है या ये माना जाता है कि उसका इरादा गलत नहीं रहा होगा।

प्रशासन में लाभ : (Benefits in administration)

- १) कर्मचारियों और वरिष्ठ अधिकारियों का विश्वास प्राप्त हो जाता है।
- २) जनता का विश्वास भी प्राप्त हो जाता है और अगर जनता को अधिकारियों पर विश्वास हो तो सामाजिक परिवर्तन तथा अन्य मामलों में उसका सक्रिय सहयोग मिलता है।
- ३) कल्याणकारी राज्य में सत्त्वनिष्ठा रखने वाले लोकसेवकों को उपस्थिति से इस बात की गारंटी होती है की राज्य जिन वर्गों को लाभान्वित कहना चाहता है वे लाभ सचमुच उन्हें प्राप्त होंगे।

सत्यनिष्ठा के उदारहण : (Example of Integrity)

- १) मतदाताओं या उपभोक्ताओं या नागरिकों के सामने कोई झूठा दावा न करना।
- २) सफलता में उतना ही श्रेय लेना जितना योगदान वास्तव में उस व्यक्ति का है। अधिक श्रेय मिल रहा हो तो विनम्रता से अस्वीकार कर देना।
- ३) विफलता की स्थिति में आगे बढ़कर उसकी जिम्मेदारी को स्वीकार करना चाहिए उसमें उसके अधीन रहने की भूमिका प्रमुख रही हो।
- ४) व्यक्तिगत लाभ के लिए झूठ बोलने दूसरों की बुराई या तारीफ करने जैसे प्रवृत्तियों से बचना जैसे १२ साल के बच्चे की पूरी टिकिट लेना।
- ५) अपनी प्रतिबद्धताओं और वायदों को निश्चित समय पर पूरा करना, चाहे उसके लिए कितना भी त्याग करना पड़े।
- ६) किसी व्यक्ति से उतनी ही अपेक्षा करना जितना आप स्वयं उसके लिए करते हैं।
- ७) किसी ऐसे उत्पाद का विज्ञापन या समर्थन न करना जिससे आप स्वयं सचमुच संतुष्ट न हो और समाज के लिए अच्छा न मानते हो।



VIGILANCE AWARENESS WEEK - 2019 : SHORT SKIT - NUTAN MADHYAMIK VIDYALAY
KHARADE VILLAGE, TAL - SHAHAPUR, DIST - THANE ON 03.10.2019



VAW 2019 - English Essay Writing Competition - First Prize**INTEGRITY - A WAY OF LIFE****Integrity - A way of Life**

Shri. Dilipkumar G. Bhojwani
Deputy Manager (EY - L & WN)

Integrity means “Honesty is telling truth to other people, Integrity is telling truth to myself”. It is a word of Latin origin derived from ‘integer’ means to feel whole i.e. a complete person. It refers to sense of completeness and togetherness one enjoys when they live their lives honestly and morally. A person that has integrity will act and behave as per set values.

Integrity is how somebody lives their life. In this life we live, we face choices every day that only we can answer. We dictate how we run our own lives. Integrity is doing the right thing versus the wrong thing. People, if nothing else, can always have their pride, their integrity. It is something that means a lot to some people and then nothing to others. The ones who value their integrity highly are the good people in the world, and the opposite is true for those who do not value their integrity. Integrity has been defined as “Moral soundness, honesty, freedom from corrupting influence or motive.”

Professional integrity is the one essential value where an employer always seeks in his employees. So professional integrity is when a person adopts his values and integrity to his chosen profession and job. Sound moral and ethical beliefs and basic honesty are highly valued characteristics in an employee. Such an employee behaves morally with his co-workers, his superiors and all other stake holders of the organisation. Acting with integrity and honesty is an actual advantage in the workplace. It builds trusts and people are drawn towards such honest and dependable behaviour. Integrity in a workplace also promotes a positive environment which encourages higher productivity. Integrity is also a value that everyone should strive for. It is a tract that goes a long way in making people a better version of themselves, better human beings in general. A person with true integrity does things because it is the right thing to do, and never for any praise or any recognition. True integrity is never practical for recognition or praise but to fulfill personal values.

We would like to have a much Safer World if we are all forced to comply the integrity. Nobody forces us to do anything. Our personal integrity can only be formed by one person i.e. ourselves. Nobody can control our integrity. They can try to sway it, but they can not change it unless we allow it to be changed. Integrity is absolutely vital to a community. If a community as a whole, coherent, machine does not have morals, it will be a very bad community. The people in it will not flourish, the kids will grow up bad, and it will be a continuous cycle of immorality.

Many successful people claim that integrity is the single most essential quality for any individual. However, there are some other fundamental things too that a man should have. Integrity is essential one of them. If one’s carrier seems to be going nowhere, he should need to consider his integrity. It may sound firm and kind of obscure, yet there are aspects to it that are so critical to one’s prosperity that it bears calling attention to over and again. Integrity represents

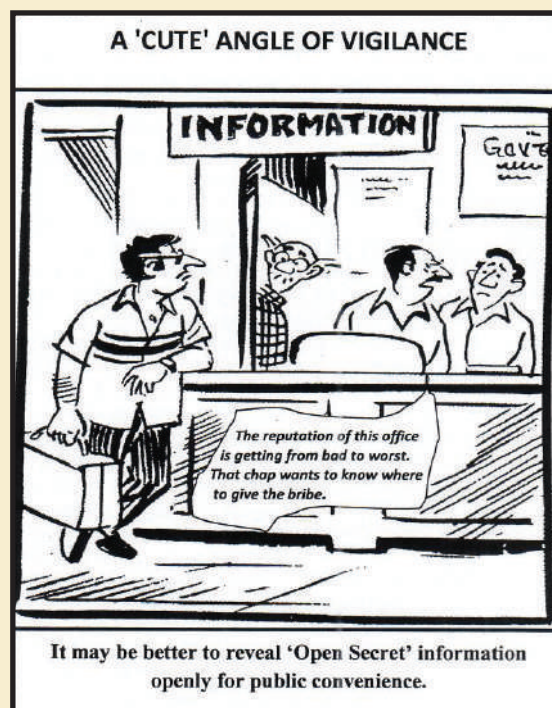
the deciding moment of your career which makes it well worth paying attention to Integrity is doing the right thing and making the Best decision at the opportune time for an appropriate reason.

Some of the other things that will help to build integrity are as below :

- Do small and little things right, the first time only.
- Stand committed, be honest and reliable always.
- Always stay committed to doing the right things ahead of your personal goals.
- Try and be the same person both in your private and public life.
- Accept both, your successes and failures gracefully and responsibly.
- Never let your circumstances or situation change your decisions or actions.
- Discipline yourself to doing the things what you should do, no matter what you feel.
- Treat everyone with equal respect. Both rich and poor should have the same respect.
- Never gossip or talk behind the back of a person but try and resolve your differences by talking to that person

To conclude, it is important to Love integrity and ethics in life. Teach and preach everyone in life the importance of integrity. It will help them to cherish the true value of life. It is a vital part of all our lives. Without a basic human integrity, we are animals. Integrity defines how we live, and who we are. Are we good people ? Is our neighbourhood safe ? Is our college a great place to live ? When trying to answer these questions, you first look at the integrity. In life and in death, a man will always be defined by his integrity. The questions are constantly being asked, and the answer lies in integrity.

JAI HIND



VAW 2019 - English Essay Writing Competition - Second Prize**MORALS, ETHICS, INTEGRITY
IN THE FACET OF CORRUPTION**

Shri. John Abraham K.
AGM (TS - Dept.)

'If you don't stand for something you will fall for anything.'
— **Malcolm X**

In the facet of corruption there has been a widespread talk about morals and ethics, and integrity. Corruption is a complex social, political and economic phenomenon that affects all countries and hinders the rule of law. It undermines democratic institutions, erodes economies and contributes to political instability. While there is no internationally agreed definition of corruption, there are many actions which are recognized as forms corruption. They include, for example, the abuse of power, bribery, and embezzlement of public funds, maliciously interfering with the justice system or hiding the financial gains of corruption. Corruption in various forms has been with humankind from the earliest times. In the present time corruption is rampant and occurs in multiple manifestations. It is a ubiquitous phenomenon intensified by the worldwide expansion of trade, the existence of global crime syndicates, the expansion of international aid to underdeveloped countries, the internet, and by governments with weak prosecuting systems.

Has ethics, integrity and morals ever existed in our society? Why in the first place we need morals, integrity and ethics? Actually morals integrity and ethics were never needed, but to uphold the righteousness and ensure there is peace, it was always essential to have morals , integrity and ethics in our so called society. In following paragraphs an attempt is made to discuss in brief on definition and characteristics morals, ethics and integrity against the back ground of cries of corruption being heard around us in almost all areas of life and profession.

What exactly are morals? Morals are the principles; they are the principles of right and wrong. Something that is right, right for the people and society in which they interact is all about being moral whereas, the ethics are the rules that ensure the existence of morals. Ethics are the right way of doing the work, and together morals and ethics are the pillars of survival of any civilization. They are the bearers of trust, the trust among the people which is essential for peaceful existence.

Let us imagine for a moment that there is no morality. That means that any one is free to steal, kill other person, fight and cause harm to any other person. So this means that there would be no peace. And no peace infers to the decay and destruction of society as a whole. So morality and ethics have become a pressing issue today. This has become more important in this current era, where the person today believes nothing is more important than the greed for self. From the primary education to the degree today can be earned through money. This shows how corruption has consumed our lives. Everything we want in a moment, this has further aggravated the corruption.

Morals and ethics are interrelated. They are not something which a government can enforce on individuals. They go in conjunction, that is both government and society have impact on ethics and morals. Morals are the pathway for peace and ethics gives the guidelines to implement the morals. More broadly speaking, today we are consumed by the ways the western countries follow. We copy them to our modest. We believe seeing things their way, we have broadened our vision towards the world, but in the process we have narrowed our mind.

Morals are nothing that we need to be taught of or we need to learn. They are the basic essence of life that speaks of our obligation towards humanity. What is the purpose of being a human but not being human in real terms? Morals and ethics are something that cannot be enforced but could be imbibed by society and government together.

Difference between integrity and ethics is that **integrity** is steadfast adherence to a strict moral or **ethical** code while **ethics** is (philosophy) the study of principles relating to right and wrong conduct. **Integrity** is consistency in thought, emotions and actions. It means to be honest. Whereas **morality** is about right and wrong at personal level. **morals** are a road map to how one should behave. **Morality** provide us the subject matter where as **integrity** means to be honest in your **morals**.

Integrity, “is doing the right thing, even when no one is looking.” Integrity is a foundational moral virtue, and the bedrock upon which good character is built. Acting with integrity means understanding, accepting, and choosing to live in accordance with one's principles, which will include honesty, fairness, and decency. A person of integrity will consistently demonstrate good character by being free of corruption and hypocrisy. Integrity is revealed when people act virtuously regardless of circumstance or consequences. This often requires moral courage. Indeed, integrity is the critical connection between ethics and moral action.

The definition of integrity as given in Cambridge Dictionary is “ the quality of being honest and having strong moral principles that you refuse to change. In today's circumstances integrity plays a vital role in personal and professional life. Strict adherence to moral code reflected in transparent honesty and complete harmony in one thinks and says and does. Integrity is a term used to describe a person's level of honesty moral commitments and willingness to do what is right.

Attributes of integrity :Five prominent attributes of integrity are:

1. Truthfulness: It is essential for leaders to operate in a circle of openness and honesty extends to both personal and professional levels.
2. Responsibilities
3. Accountability
4. Loyalty
5. Self-awareness:

How to demonstrate integrity:

1. Communicate frequently with everyone to remove doubts about th integrity of the system caused by lack of information and be transparent.
2. Avoid anything in behavior that causes inconsistency, do not cover up bad news and fix process rather than blame people.
3. Review policy statements to ensure they are consistent with actions and maintain open door policy,

How to improve integrity in the work place:

Integrity in workplace is very important for business owners the way company conducts business with public and th way the employees represent the business matters for everyone. As to improve integrity one must take definite actions while a vast majority of employees are honest. Everyone can make mistakes and what they feel ay be only be a white lie, may be interpreted by customer as something much more insidious.

1. Create a company mission statement emphasizing integrity. A mission statement give employees something to stand behind and fulfill.
2. Establish firm policies for handling integrity issues. It is always better to develop a system for handling any unethical or questionable behavior instead of letting problem slide.
3. Inform employees about company policies or integrity. Notify all employees in writing of a company policy change if any.
4. Set an example by following the policies, show integrity in daily actions. Practice swift actions against dishonesty and integrity breaches.

Coming back to morals & ethics, there are so many different battles going on in the world today, & it's impossible to fight every one. You'd just end up bitter & exhausted. So it's important to pick the causes that are important to you, & then do your best.

Corruption is the single greatest challenge that erodes and defeats efforts made by many nations, especially in the developing world, towards sustainable development and towards the promotion and strengthening of democratic institutions and values.

Do Not Ignore The Corrupt Practices Around You. Try To Do Whatever Little You Can To Check Them Or Report Them To The Appropriate Authorities.



VIGILANCE AWARENESS WEEK - 2019 : ESSAY COMPETITION -
SIR JACOB SASOON SCHOOL, MUMBAI ON 17.10.2019

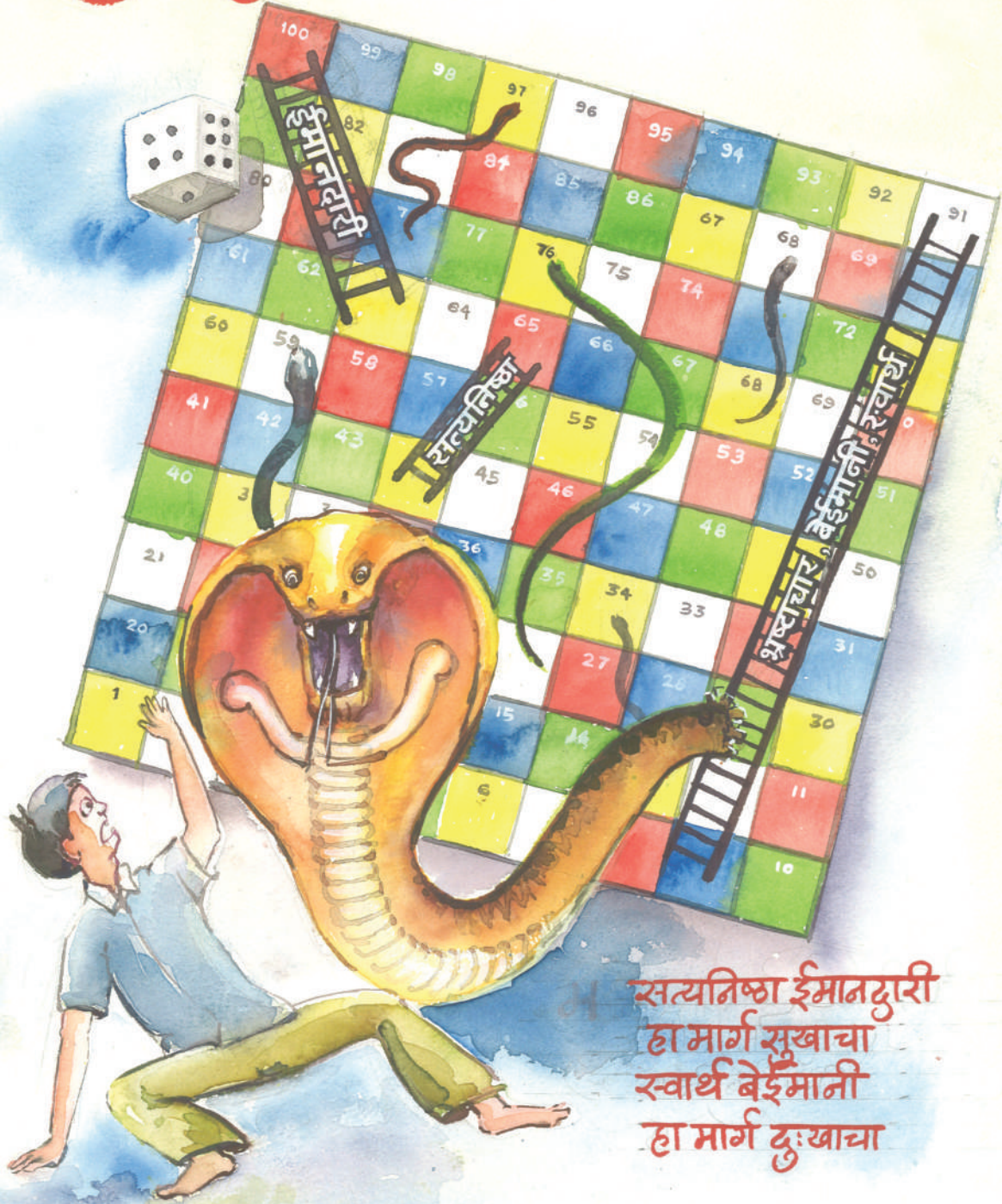


VIGILANCE AWARENESS WEEK - 2019 : PRIZE WINNING POSTER

FIRST PRIZE

Shri. Nilesh H. Nivate, T. No. 200342, Multi Trade Painter, Paint Shop

ईमानदारीने वागा,
आनंदाने जगा



सत्यनिष्ठा ईमानदारी
हा मार्ग सुखाचा
स्वार्थ बेईमानी
हा मार्ग दुःखाचा

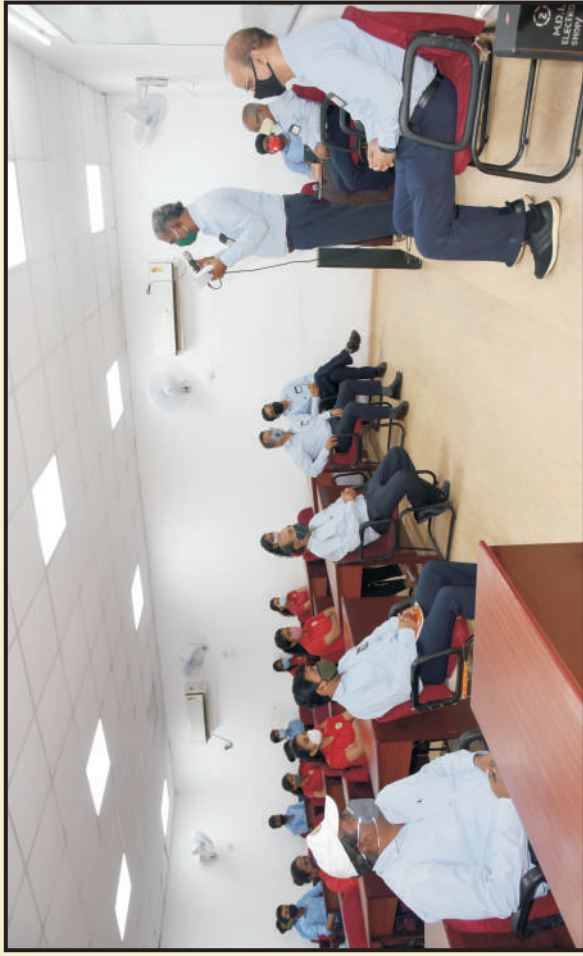
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KHARADE VILLAGE, SHAHAPUR, MS ON 14.11.2019**



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IN APPRENTICE TRAINING SCHOOL (ATS), MDL ON 29.09.2020**





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