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सत्यमेव जयते

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 "Independent India @ 75: Self Reliance with integrity. स्वतंत्र भारत @ 75: सत्यनिष्ठा से अन्वर्निर्गता" from 26th October to 1st November 2021.

As a nation, we have had a long and well-established tradition of integrity and ethics. It is our responsibility as citizens to re-affirm these ideals as we strive towards national development and self-reliance. It is the duty of all the citizens to be vigilant and combat corruption in every sphere of life.

I am happy to see that the Central Vigilance Commission is taking the necessary steps to bring the citizens together to strengthen our commitment towards progress and self-reliance while remaining rooted in our ideals.

I extend my greetings to all those associated with the organization of Vigilance Awareness Week at Central Vigilance Commission and wish the campaign every success.

(Ram Nath Kovind)

New Delhi

October 05, 2021



भारत के उपराष्ट्रपति
VICE-PRESIDENT OF INDIA

MESSAGE

I am pleased to learn that the Central Vigilance Commission is observing Vigilance Awareness Week this year from 26th October to 1st November, 2021.

The theme of this year's Vigilance Awareness week is "**Independent India @ 75: Self Reliance with Integrity: स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता**" which is in consonance with the journey that our country has had since its independence. A Self-reliant India is a dream for all her citizens and such a dream can only be fulfilled with the participation of all. I have faith that everyone would adopt integrity and ethics in their daily life as we move in our journey towards self-reliance.

I hope to see all citizens and stake holders collectively participate in large numbers in the fight against corruption. We need to come together to reiterate the ideals of integrity, transparency and accountability and strive towards embracing the values that have guided us in our journey so far.

On this occasion, I commend the Central Vigilance Commission for their efforts in combating corruption and convey my best wishes for the success of Vigilance Awareness Week, 2021.


(M. Venkaiah Naidu)



सत्यमेव जयते

प्रधान मंत्री
Prime Minister

संदेश

केन्द्रीय सतर्कता आयोग द्वारा 26 अक्टूबर से 01 नवंबर, 2021 तक सतर्कता जागरूकता समाह के आयोजन के बारे में जानकारी प्रसन्नता हुई।

भारत की विकास यात्रा में देश के नागरिकों की मेहनत, सजगता और समाज व राष्ट्र के प्रति जिम्मेदारी के भाव की भूमिका अहम है। जन-भागीदारी और सामूहिकता की शक्ति से अभिन्न देश आज बड़े संकल्प लेता है और उन्हें हासिल भी करता है।

भारत का जन-सामर्थ्य पूरी दुनिया में एक नया विश्वास भर रहा है। इस सन्दर्भ में आयोग द्वारा सतर्कता जागरूकता समाह के विषय के रूप में 'स्वतंत्र भारत @ 75: सत्यनिष्ठा में आत्मनिर्भरता' का चयन प्रशंसनीय है।

'सबका साथ, सबका विकास, सबका विश्वास, सबका प्रयास' के मंत्र के साथ देशगत 7 सालों से अत्याचार के खिलाफ जीरो टॉलरेंस की नीति के साथ तेजी से आगे बढ़ रहा है। समाज और निरंतर प्रयासों से देश में एक विश्वास कायम हुआ है कि अत्याचार को रोजगार संचय है।

आज समयानुसूल और श्रुतिपूर्ण व्यवस्थाओं लोगों की जिन्दगी को आसान बना रही हैं। देश के नागरिकों को सशक्त करने के लिए जिस तरह तकनीक और नागरिकों की सत्यनिष्ठा को ताकत बनाया गया है, उनसे सामान्यजन का आत्मविश्वास और आत्मसम्मान बढ़ाया है।

आज देश में जो सरकार है, वह देश के नागरिकों पर भरोसा करती है। पारदर्शी और सहज व्यवस्थाओं के कारण देश के जन-जन में यह भरोसा भी कायम हुआ है कि अब अत्याचारी बच नहीं सकता।

आजादी के अमृतकाल में आत्मनिर्भर भारत के विराट संकल्पों की सिद्धि की तरफ देश बढ़ रहा है। अमृत काल में इन सभी को एक बात हमेशा याद रखनी है- राष्ट्र प्रथम। मुझे विश्वास है कि केन्द्रीय सतर्कता आयोग का यह आयोजन, एक बेहतर भविष्य के लिए जीवन में, विशेषकर सार्वजनिक जीवन में, सत्यनिष्ठा, पारदर्शिता और जवाबदेही को बढ़ाया देने में महत्वपूर्ण सिद्ध होगा।

केन्द्रीय सतर्कता आयोग को इस पहल और भविष्य के प्रयासों के लिए बहुत-बहुत शुभकामनाएं।

(नरेंद्र मोदी)

नई दिल्ली
कार्तिक 03, शक संवत् 1943



सत्यमेव जयते

केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
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सं./No..... 11.10.2021

दिनांक / Dated.....

MESSAGE

Vigilance Awareness Week (26th October to 1st November, 2021)

It is a matter of pleasure that during the current year the Commission has issued the guidelines for observing Vigilance Awareness Week from 26th October, 2021 to 1st November, 2021. The theme for the current year's Vigilance Awareness Week is as under:

“स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता”

“Independent India @ 75: Self-Reliance with Integrity”

Self-reliance and integrity are the two ideals which need focus as they are important for achieving all-round progress and development of the country. During the Vigilance Awareness Week there is an opportunity for all to re-affirm ourselves towards our collective duty and responsibility to ensure transparency and integrity in the systems and procedures.

This year a special initiative has been taken to create awareness for the complaint mechanism available under the Public Interest Disclosure and Protection of Informers (PIDPI) resolution. During the current year, all the organizations have also been requested to focus on improvements in internal processes and other house-keeping activities.

The Commission appeals to all the citizens of the country to come forward, during the 75th year of Independence, and support the drive to achieve self-reliance with integrity.

(SURESH N. PATEL)
Central Vigilance Commissioner

पुनीत चावला

भा.रे.सं.अ.से.

अध्यक्ष एवं प्रबन्ध निदेशक

Puneet Chawla

IRSSSE

Chairman & Managing Director



सत्यमेव जयते



MESSAGE

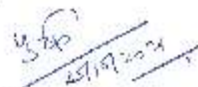
Vigilance Awareness Week 2020 is being observed from 26th OCTOBER to 1st NOVEMBER, 2021 on the theme "Independence @ 75: Self Reliance with Integrity". Each year Vigilance Awareness Week is observed to bring collective participation of all stakeholders in eradicating corruption and bring integrity in the public life.

On the occasion of 75th year of India's Independence, the message from Central Vigilance Commission of creating a "Self-Reliant India with Integrity" builds the framework for a progressive India. I am delighted to announce that RailTel today stands as a leading partner to its various customers in creating a state of the art ICT platform to bring self-reliance in their day to day operations.

Today, RailTel is a trusted ICT partner not only to the Indian Railways but also to various other Government and Public Sector organizations including few Fortune 100 companies. RailTel has enabled VPN Network, HD Video Conferencing, e-Office and Data Centre services to large number of organizations from the Railways, Banking, Strategic, Health and Education sectors.

Vigilance administration is an integral part of the various management functions which can bring efficiency in the current processes. It is heartening to note that over the last one year, RailTel Vigilance has advised several important systemic improvements across various processes which have since been implemented. I am happy that RailTel Vigilance is bringing out a bulletin on this occasion having details on all such system improvements which will help in dissemination of the same among all our executives.

I compliment the Vigilance department for organizing the Vigilance Awareness Week and hope that this effort will create a sustainable environment of ethical and fair decision making and handling of all matters transparently with integrity throughout the organization.


25/10/2021

PUNEET CHAWLA

25th OCTOBER 2021
NEW DELHI

मुकेश कुमार
भा. दू. से.
मुख्य सतर्कता अधिकारी
Mukesh Kumar
I.T.S.
Chief Vigilance Officer



MESSAGE

RailTel Vigilance department will be observing Vigilance Awareness Week 2021 on the theme "Independence @ 75: Self Reliance with Integrity" from 26th OCTOBER to 1st NOVEMBER 2021. Each year Vigilance Awareness Week is observed to enhance public awareness in tackling the menace of corruption and creating an environment of transparency, accountability and ownership.

Today, RailTel has created a niche for itself in providing state of the art IT and Telecom solutions to its customers. This requires integration with various IT ecosystems by leveraging partnerships and fast decision making to remain ahead of the competition. This calls for continuous improvements in established processes & training of employees to ensure sustenance of Commission's vision to highest level of Integrity in the Company.

In RailTel Vigilance, it remains our constant focus to work in this direction and provide a framework for capacity and capability building in various spheres of RailTel's working. In last one year, Vigilance has suggested various systemic improvements related to procurement, HR policies, IT enabled tools like ERP among others.

This year, Commission's focus is on complaints under PIDPI (Public Interest Disclosure & Protection of Informers Resolution) which is an effective mechanism to protect the whistleblower's identity while providing information of unethical practices in the Government organisations.

On this occasion, I am happy to announce that RailTel Vigilance is launching its Complaint portal which shall ensure ease of complaint filing and their management. The Vigilance bulletin being launched this year shall consist of updated CDA Rules, insights into CTE type inspection, procurement & contract related Dos & Don'ts among other selected articles/poems. I hope this shall help the Executives in brining integrity, transparency and consistency in their decision making.


25/10/21
MUKESH KUMAR

25th OCTOBER 2021
NEW DELHI



Integrity Pledge for Citizens

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

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

I, therefore, pledge:

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





नागरिकों के लिए सत्यनिष्ठ प्रतिज्ञा

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

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

अतः मैं प्रतिज्ञा करता हूँ कि :-

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



Integrity Pledge for Organisations

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

We acknowledge our responsibility to lead by example and the need to put in place safeguards, integrity frameworks and code of ethics to ensure that we are not part of any corrupt practice and we tackle instances of corruption with utmost strictness.

We realize that as an Organisation, we need to lead from the front in eradicating corruption and in maintaining highest standards of integrity, transparency and good governance in all aspects of our operations.

We, therefore, pledge that:

- We shall promote ethical business practices and foster a culture of honesty and integrity;
- We shall not offer or accept bribes;
- We commit to good corporate governance based on transparency, accountability and fairness;
- We shall adhere to relevant laws, rules and compliance mechanisms in the conduct of business;
- We shall adopt a code of ethics for all our employees;
- We shall sensitise our employees of laws, regulations, etc. relevant to their work for honest discharge of their duties;
- We shall provide grievance redressal and Whistle Blower mechanism for reporting grievances and fraudulent activities;
- We shall protect the rights and interests of stakeholders and the society at large.

Public Interest Disclosure and Protection of informers' Resolution

(Neelima, Office Executive/Vigilance)

1. Introduction:

- 1.1 The Central Vigilance Commission has decided to observe Vigilance Awareness Week-2021 from 26th October, 2021 to 1st November, 2021 with the theme “Independent India @75: Self Reliance with Integrity”. The Commission has desired to spread awareness and campaign about “Complaints under PIDPI (Public Interest Disclosure and Protection of Informers) Resolution”. A drive has been undertaken to spread awareness regarding the provisions under the PIDPI resolution as well as all related information.
- 1.2 The background of PIDPI Resolution is murder of Shri Satyendra Dubey, an IITian who was working as Project Director with NHAI, as he h i g h l i g h t e d corruption in NHAI by writing to the then, Prime Minister. While hearing the writ petition regarding murder of Shri Satyendra Dubey, Hon'ble Supreme Court desired that pending enactment of a suitable legislation, suitable machinery should be put in place for acting on complaints from whistle blowers. Accordingly, Government of India on 21st April, 2004 came out with PIDPI Resolution. For receiving the complaints, CVC was authorized as designated agency. Subsequently, vide amendment dated 29th Aug, 2013, CVOs of the ministries/departments were also authorized as the designated authority to receive complaints under PIDPI Resolution.

2. Salient features of the Resolution:

- 2.1 The CVC shall, as the Designated Agency, receive written complaints or disclosure on any allegation of corruption or of misuse of office by any employee of the Central Government or of any corporation established under any Central Act, government companies, societies or local authorities owned or controlled by the Central Government.
- 2.2 The designated agency will ascertain the identity of the complainant; if the complainant is anonymous, it shall not take any action in the matter. The identity of the complainant will not be revealed unless the complainant himself has made either the details of the complaint public or disclosed his identity to any other office or authority.
- 2.3 While calling for further report/investigation, the Commission shall not disclose the identity of the informant and also shall request the concerned head of the organisation to keep the identity of the informant a secret, if f o r

any reason the head comes to know the identity.

- 2.4 The Commission shall be authorised to call upon the CBI or the police authorities, as considered necessary, to render all assistance to complete the investigation pursuant to the complaint received.
- 2.5 If any person is aggrieved by any action on the ground that he is being victimised due to the fact that he had filed a complaint or disclosure, he may file an application before the Commission seeking redress in the matter, wherein the Commission may give suitable directions to the concerned person or the authority.
- 2.6 If the Commission is of the opinion that either the complainant or the witnesses need protection, it shall issue appropriate directions to the concerned government authorities.
- 2.7 In case the Commission finds the complaint to be motivated or vexatious, it shall be at liberty to take appropriate steps.
- 2.8 The Commission shall not entertain or inquire into any disclosure in respect of which a formal and public inquiry has been ordered under the Public Servants Inquiries Act, 1850, or a matter that has been referred for inquiry under the Commissions of Inquiry Act, 1952.
- 2.9 In the event of the identity of the informant being disclosed in spite of the Commission's directions to the contrary, it is authorised to initiate appropriate action as per extant regulations against the person or agency making such disclosure.

3. Important points for making complaints under PIDPI Resolution:

- 3.1 The complaint should be in a closed/secured envelope.
- 3.2 The envelope should be addressed to Secretary, Central Vigilance Commission/CVO of the Ministry/Department and should be superscribed "Complaint under The Public Interest Disclosure". If the envelope is not superscribed and closed, it will not be possible to protect the complainant under the above resolution and the complaint will be dealt with as per the normal complaint policy. The complainant should give his/her name and address in the beginning or end of complaint or in an attached letter.
- 3.3 Anonymous/pseudonymous complaints are not entertained.

- 3.4 The text of the complaint should be carefully drafted so as not to give any details or clue as to his/her identity. However, the details of the complaint should be specific and verifiable.
- 3.5 In order to protect identity of the person, the Commission/CVO will not issue any acknowledgment and the whistle-blowers are advised not to enter into any further correspondence in their own interest.

4. Conclusion:

PIDPI resolution is an important tool to file the complaint of corruption or misuse of office by public servant. Since it ensures protection of informers/complainant against any harassment, it can widely be used as effective tool by citizens to fight against corruption.

CTE Type Inspection and Intensive Examination by CVO **(Nitin Tiwari, Senior Manager/Vigilance)**

Introduction

The Chief Technical Examiners' Organization (herein after referred to 'CTEO' only) in the Central Vigilance Commission (herein after referred to 'CVC' only) acts as a technical wing of the CVC and its main work is to advise the CVC on all technical /contract matters.

CVC has been laying stress on Preventive Vigilance and in pursuance of this objective; CTEO emphasized creating awareness for Quality Control, Economy and adherence to rules and procedures. CTEO has been functioning more like a vigilance audit wing where serious irregularities/lapses noticed during the inspections were sent for detailed investigations to the concerned Organization. It helps to improve the system in the organizations so that a recurrence of lapses /irregularities is prevented in the contracts and there is better technical and financial control that results in efficiency and transparency outcomes.

CTEO which conducts Intensive Examination (herein after referred to 'IE' only) based upon Quarterly Progress Reports (QPRs) (as per the laid down threshold monetary limits), submitted by the Chief Vigilance Officers (CVOs) of different organisations.

It is the considered opinion of the Central Vigilance Commission (CVC) that similar type of Intensive Examinations (IEs) carried out by the CVOs, while functioning as extended arms of the CVC, in their respective organisations, would bring about qualitative and in depth improvement, both in terms of contents and scope, approach to vigilance administration. It is imperative that CVO of an organisation carries out IEs, of some judiciously chosen contracts, broadly representing spectrum of the core activities of the organisation.

Objectives

CTE Type inspection's main objective is to make public procurement process most transparent, fair, equitable, efficient, economic and conducive to achieving value for the money spent. To meet this end, purpose of the IEs, conducted by the CVO of the organisation, are multi-pronged and as follows :-

- (i) Preventive vigilance is the first and foremost objective of such IE, conducted by the CVOs. In the course of an IE, if it appears that the extant guidelines/instructions, on any subject related with public procurement, procedures and practices are deficient in any manner and afford scope for malpractices or corruption, system improvement should be suggested to the Management to eliminate such loopholes. Further, system improvements can also be suggested to bring elements of transparency, fairness and equity in the public procurement process;
- (ii) Surveillance and detective vigilance will be ensured by way of effective and in depth IEs, which shall bring out various irregularities and malpractices committed/prevailing in the procurement system. People responsible can be suitably taken up for their respective misconduct;
- (iii) Recoveries, if any to be made, on account of deficiencies in the execution of contractual obligations, on the part of the contractor/s, will be given effect to, as a result of IEs; and
- (iv) IEs by the CVOs will afford natural justice to the officials of the organisation, responsible for decision making and execution of the contracts, as they will be given adequate opportunity to explain their action/conduct, before fixing of the responsibility, as a logical conclusion of any IE. In this regard, domain knowledge, better appreciation of the circumstances and field conditions, prevailing at the material time, of/by the CVO, will help realistic assessment of the systemic deficiencies and degree of culpability of involved officials;

Selection of Contracts

The selection of contracts for IE should be done from the Quarterly Progress Reports (QPRs) (as per the laid down threshold monetary limits), submitted by the CVOs to the CTEO. Each CVO shall carry out IE of not less than six (06 Nos.) of contracts of different nature (supply, works, services, etc), contract values, activity centres and areas in a year. Preferably, selection should be done in a manner that, at least, three contracts of large value, two contracts of medium value and one contract of small value are selected for IE. Value of the contracts may be judiciously categorised to decide the large, medium or small value contracts, by the CVOs, keeping in view the scale of procurement activities and nature, in the organisation.

CVOs shall inform CTEO about details of contracts selected for IE, so as to avoid duplicity, if any, in the selection of contracts by the CTEO.

After selection of the contracts for IE, all relevant documents, samples pertaining to the said contract, shall be collected and examined.

Inspections

Inspections should be carried out with prior intimation to the Management, unless the situation demands otherwise. Officers connected with various activities of the contract viz. planning, design, tender processing, acceptance of tenders and execution should be duly informed. The representative(s) of the contractor(s) and consultant, if any, should be encouraged to be present during the inspection.

Check points to carry out intensive examination by CVOs

No amount of instructions can be adequate and all inclusive to lay down the areas/ points, to be covered in the course of an IE across the different organisations. It is out of experience in an organisation only that a CVO will get to know about the sensitive areas/activities/stages which are to be kept under watch.

However, a broad list of the points to guide IE in any organisation is as follows:-

- I. Objective to be fulfilled by way of undertaking the procurement process, under examination.
- II. Feasibility study, if any, before formulating the project.
- III. Assessment of the requirement/quantity; any past trend, forecast etc.
- IV. Preparation of a realistic cost estimate; administrative and technical approvals of the proposal by the competent authorities; sanction of the expenditure by a competent authority; budgetary provisions, etc.
- V. Various aspects related to tendering stage of the procurement process.
- VI. Various aspects related with post tendering and execution stage of the procurement process.

- VII. Availability and compliance of the extant policies / instructions, on the subject matters of procurement under examination, of the GOI or other concerned bodies e.g. CVC; availability, compliance and regular updation (in light of extant policies / instructions of the GOI / concerned bodies and current trends and practices, as considered relevant to the overall objectives of procurement process) of departmental Codes / Manuals / instructions on the subject matters of procurement under examination.
- VIII. Leveraging technology- status of implementation of e-Procurement, e-Auction, e-Reverse Auction etc.
- IX. Training of the officials, dealing with the procurement process, in different aspects of procurement.
- X. Timely fulfilment of the objective, to be met by way of the procurement process under examination.

The list is not exhaustive. Any other points/activities can be brought under scrutiny to make the examination effective and complete.

Preliminary Report & References to concerned Department/Regional heads

Based on scrutiny of the documents & field inspections carried out, CVO shall summarise the findings in the form of a Preliminary Report. He shall arrange to take over all original documents considered important, necessary and relevant pertaining to the case that are likely to be required to prove charges, if any, during disciplinary action/prosecution stage.

Wherever required, references shall be made to the concerned department/region heads, seeking clarifications and/or advising immediate interim actions, if any.

Such references may seek –

- a. a statement regarding correctness of the facts stated in the Preliminary Report; if some of the facts are not correct, this should be clearly brought out and at the same time the correct facts, if different from the facts mentioned in the Report, should also be indicated;

- b. suitable reply/clarification/explanation/supplementary information, from the officials immediately responsible, for the facts of commission or omission brought out in the Report;
- c. comments of the Department/Regional Heads on (b) as above;
- d. any other query/information/document/sample, as considered necessary, to bring the IE to its logical conclusion.

The reply from the concerned Regional Head will be made in a time bound manner, within 15 days from the date of receipt of the reference from the CVO or as decided by the CVO, depending upon the merit of the case.

Intensive Examination Report

After receipt of the reply against the references based on Preliminary Report, from the concerned Unit Head, IE Report shall be prepared covering the following points-

- a. Preliminary estimate, administrative approval and expenditure sanction, vetting of demands, framing of specification, assessment of quantity, etc. in respect of the tender.
- b. Detailed estimate, technical sanction.
- c. Appointment of Consultant.
- d. Pre-qualification of bidders.
- e. Call of tenders and award of work.
- f. Contract Agreement.
- g. Inspection, dispatch and acceptance of performance.
- h. Scrutiny of bills.
- i. Scrutiny of site records.
- j. Site inspection.
- k. Updation of Codes / Procurement Manual / instructions.
- l. Leveraging technology - status of implementation of e-procurement/e- auction/e-reverse auction, etc.
- m. Training of the officials dealing with procurement.
- n. Suggested System Improvements.

- o. Recoveries effected, if any.

Above list is not exhaustive; other points relevant to the contract may also be incorporated, if required.

The Report will bring out instances of lapses/irregularities in appointment of consultant, prequalification of bidders, defective bidding conditions, awarding contract, defective contract conditions and clauses, pre-dispatch inspection, post contract amendments, over payments made to contractors, substandard work, infructuous and avoidable expenditure etc.

The Report will also suggest preventive measures in certain areas as safeguard against mal-practices or corrupt practices and to plug loopholes in the procedure, rules, regulation etc. In such cases action should be taken by the CVO to have suitable directions issued by the Management of the Organisation.

Action on IE Report

The CVO shall submit the IE Report to the Management for information and necessary action. The Management shall take appropriate/corrective/punitive action with regard to the report within 90 (ninety) days from the date of its receipt and ensure compliance.

Where serious irregularities, grave misconduct, negligence, etc. are observed on the part of any public servant and disciplinary actions, or otherwise, involves advice of the Commission, same shall be processed as per the extant instructions on the subject, within 90 (ninety) days from the date of preparation of the Report.

Each CVO shall share relevant information e.g. facts of the case in brief, irregularities noticed, systemic improvements suggested, issues requiring policy decision, etc., from the examined cases as case study, on regular basis, with other organisations, especially from the same industry.

Reference: -

- i. Guidelines for IE of Public Procurement Contracts by CVOs from Chief Technical Examiners' Organization (CTEO), Central Vigilance Commission.

Important aspects of Model CDA Rules, 2017 for CPSEs framed by DPE **(Gaurav Piplani, Senior Manager/Vigilance)**

Consolidated Model Conduct, Discipline and Appeal (CDA) Rules are issued by (DPE) Government of India from time to time which are required to be followed by respective CPSEs while framing their CDA rules.

Since 1st May 2012, CDA rules were followed in RailTel Corporation of India Limited in line with the rules laid down by (DPE) Government of India. These rules were incorporated in the HR Manual issued by RailTel. Now latest Consolidated Model Conduct, Discipline and Appeal (CDA) Rules for CPSEs-2017 are issued vide letter no. 15(07)/99-DPE-GM-VOL-III-FTS-2344 dated 11.12.2017 and an amendment in this regard issued consecutively vide Office Memorandum dated 09.10.2019. These rules were initially framed in 1974, which are amended time to time.

Consolidated Model Conduct, Discipline and Appeal (CDA) Rules are necessarily to be laid down in an organization for positive growth and safeguard for the employees. These rules also describe how to act in an organization. Further it helps in establishing high ethical standards, honesty, punctuality, political neutrality in an individual at work place and society.

Highlights of these rules which are to be followed by every employee of the CPSE are:

A) General (RULE 4)

Every employee of the CPSE shall at all times

- (i) Maintain absolute integrity.
- (ii) Maintain devotion to duty.
- (iii) Do nothing which is unbecoming of a public servant.
- (iv) Commit oneself to and uphold the supremacy of the Constitution and democratic values.
- (v) Defend and uphold the sovereignty and integrity of India, the security of the State, public order, decency and morality.
- (vi) Maintain high ethical standards and honesty.
- (vii) Maintain political neutrality.
- (viii) Promote the principles of merit, fairness and impartiality in the discharge of duties.
- (ix) Maintain accountability and transparency.
- (x) Maintain responsiveness to the public, particularly to the weaker section.
- (xi) Maintain courtesy and good behaviour with the public.
- (xii) Take decisions solely in public interest and use or cause to use public resources efficiently, effectively and economically.
- (xiii) Declare any private interests relating to the Employee's public duties and

- take steps to resolve any conflicts in a way that protects the public interest.
- (xiv) Not place oneself under any financial or other obligations to any individual or organization which may influence the employee in the performance of one's official duties.
 - (xv) Not misuse one's position as public servant and not take decisions in order to derive financial or material benefits for oneself, one's family or one's friends.
 - (xvi) Make choices, take decisions and make recommendations on merit alone.
 - (xvii) Act with fairness and impartiality and not discriminate against anyone, particularly the poor and the under-privileged sections of society.
 - (xviii) Refrain from doing anything which is or may be contrary to any law, rules, regulations and established practices.
 - (xix) Maintain discipline in the discharge of one's duties and be liable to implement the lawful orders duly communicated to the employee.
 - (xx) Maintain confidentiality in the performance of one's official duties as required by any laws for the time being in force, particularly with regard to information, disclosure of which may prejudicially affect the sovereignty and integrity of India, the security of the State, strategic, scientific or economic interests of the State, friendly relation with foreign countries or lead to incitement of an offence or illegal or unlawful gain to any person.
 - (xxi) Perform and discharge one's duties with the highest degree of professionalism and dedication to the best of his/her abilities.

B) Misconduct (RULE 5)

Without Prejudice to the generality of the term "misconduct", the following acts of omission and commission shall be treated as misconduct :

- (i) Theft, fraud or dishonesty in connection with the business or property of the CPSE or of property of another person within the premises of the CPSE.
- (ii) Taking or giving bribes or any illegal gratification.
- (iii) Obtaining donations/ advertisement / sponsorship etc. for the associations/NGOs formed by either employee or their spouse / employee's family members etc. from the contractors, vendors, customers or other persons having commercial relationship / official dealings. This will be treated as misconduct"
- (iv) Possession of pecuniary resources or property disproportionate to the known source of income by the employee or on his/her behalf by another person, which the employee cannot satisfactorily account for.
- (v) Furnishing false information regarding name, age, father's name, qualification, ability or previous service or any other matter germane to the employment at the time of employment or during the course of employment.
- (vi) Acting in a manner prejudicial to the interests of the Corporation/ Company.

- (vii) Wilful insubordination or disobedience, whether or not in combination with others, of any lawful and reasonable order of employee's superior.
- (viii) Absence without leave or over-staying the sanctioned leaves for more than four consecutive days without sufficient grounds or proper or satisfactory explanation.
- (ix) Habitual late or irregular attendance.
- (x) Neglect of work or negligence in the performance of duty including malingering or slowing down of work.
- (xi) Damage to any property of the CPSE.
- (xii) Interference or tampering with any safety devices installed in or about the premises of the CPSE.
- (xiii) Drunkenness or riotous or disorderly or indecent behaviour in the premises of the CPSE or outside such premises where such behaviour is related to or connected with the employment.
- (xiv) Gambling within the premises.
- (xv) Smoking within the premises.
- (xvi) Collection without the permission of the competent authority of any money within the premises of the CPSE except as sanctioned by any law of the land for the time being in force or rules of the CPSE.
- (xvii) Sleeping while on duty.
- (xviii) Commission of any act, which amounts to a criminal offence involving moral turpitude.
- (xix) Absence from the employee's appointed place of work without permission or sufficient cause.
- (xx) Purchasing properties, machinery, stores, etc. from or selling properties, machinery, stores etc., to the CPSE without express permission in writing from the competent authority.
- (xxi) Commission of any acts subversive of discipline or which amount to a criminal offence.
- (xxii) Abetment of or attempt at abetment of any act which amounts to misconduct.

C) Gifts (RULE 12)

1. Save as otherwise provided in these rules, no employee of the CPSE shall accept or permit any member of his/her family or any other person acting on his/her behalf, to accept any gift.
2. On occasions such as weddings, anniversaries, funerals or religious functions, when the making of gifts is in conformity with the prevailing religious or social practices, an employee of the CPSE may accept gifts, from his/her near relatives but employee shall make a report to the competent

authority if the value of the gift exceeds:

- (i) rupees twenty-five thousand in the case of Executives
- (ii) rupees fifteen thousand in the case of a non-Executives

D) Private Trade or employment (RULE 13)

- i. No employee of the CPSE shall except with the previous sanction of the competent authority, engage directly or indirectly in any trade or business or undertake any other employment; Provided that an employee may, without such sanction, undertake honorary work of a social or charitable nature or occasional work of literacy, artistic or scientific character, subject to the condition that his/her official duties do not thereby suffer.
- ii. Every employee of the CPSE shall report to the competent authority; any member of his/her family is engaged in a trade or business or owns or manages an insurance agency or Commission agency.
- iii. No employee of the CPSE shall, without the previous sanction of the competent authority except in the discharge of his/her official duties, take part in the registration, promotion or management of any bank or other company which is required to be registered under the Companies Act, 2013 or other law for the time being in force or any cooperative society for commercial purposes.
- iv. No employee of the CPSE shall accept any fee or any pecuniary advantage for any work done by him/her for any public body or any private person without the sanction of the competent authority.
- v. No employee shall, save in the ordinary course of business with a bank, financial institution or a firm of standing, borrow money from or lend money to or otherwise place oneself under pecuniary obligation to any person with whom employee has or is likely to have official dealings or permit any such borrowing, lending or pecuniary obligation in his/her name or for his/her benefit or for the benefit of any member of his/her family.

E) Movable, Immovable and valuable property (RULE 16)

- 1. Every employee shall, on first appointment in the CPSE, submit a return of assets and liabilities in the prescribed form giving the particulars regarding:
 - a. the immovable property inherited by the employee, or owned or acquired by the employee, held by the employee on lease or mortgage, either in his/her own name or in the name of any member of his/her family or in the name of any other person;

- b. shares, debentures, and cash including bank deposits inherited by the employee (Or similarly) owned, acquired, or held by the employee;
 - c. other movable property inherited by the employee or similarly owned, acquired or held by the employee if the value of such property exceeds Rs. 10,000/-.
 - d. debts and other liabilities incurred by employee directly or indirectly;
 - e. every employee shall, beginning 1st January, submit a return of immovable property inherited/owned/acquired once in every two years.
2. No employee shall, except with the previous knowledge of the competent authority, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise, either in his/her own name or in the name of any member of his/her family.
 3. No employee of the CPSE shall, except with the previous sanction of the competent authority, enter into any transaction concerning any immovable or movable property with a person or a firm having official dealings with the employee or his/her subordinate.
 4. Every employee of the CPSE shall report to the competent authority every transaction concerning movable property owned or held by the employee in his/her own name or the name of a member of his/her family, if the value of such property exceeds Rs. two months Basic pay (unless otherwise specified by CPSE).
 5. The competent authority may, at any time, by general or special order require an employee to submit, within a period specified in the order a full and complete statement of such movable or immovable property held or acquired by the employee or on his/her behalf or by any member of his/her family as may be specified in the order. Such statement shall, if so, required by the competent authority, include details of the means by which, or the source from which such property was acquired.

F) Penalties

The following penalties may be imposed, on an employee, as hereinafter provided, for misconduct committed by the employee or for any other good and sufficient

reasons.

Minor Penalties

- (a) Censure;
- (b) withholding of increments of pay without cumulative effect;
- (c) withholding of promotion;
- (d) recovery from pay of the whole or part of any pecuniary loss caused to the CPSE by negligence or breach of order;

- (e) reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding 3 years, without cumulative effect and not adversely affecting his/her terminal benefits.

Major Penalties

- (f) save as provided in clause (e), reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on expiry of such period, the reduction will or will not have the effect of postponing the future increment of pay;

- (g) reduction to a lower time scale of pay, grade, post or Service which shall ordinarily be a bar to the promotion of the employee to the time-scale of pay, grade, post from which employee was reduced, with or without further directions regarding conditions of restoration to the grade or post from which the employee was reduced and his/her seniority and pay on such restoration to that grade or post;

- (h) compulsory retirement;

- (i) removal from service which shall not be a disqualification for future employment under the Govt. or the CPSE owned or controlled by the Govt.;

- (j) dismissal from service which shall ordinarily be a disqualification for future employment under the Govt. or the CPSE owned or controlled by the Govt.;

The above are the main aspects of the CDA rules which each employee should be aware. The detailed policy is can be further studied on DPE website www.dpe.gov.in. The applicability of the policy shall only after due approval in RailTel.

Promoting anti-corruption, transparency and accountability in recruitment and promotion

(Savita, Manager/Vigilance)

Introduction:

Anti-corruption, transparency and accountability in all aspects of public service delivery is a pre-requisite for human development. This is also required for building peaceful and inclusive societies. Corruption in recruitment and promotion results in the recruitment of unqualified and incompetent employees, which adversely affects the performance of the any organization in long run.

The traditional method for public service recruitment is to evaluate candidates based on formal examinations and interviews, Group Discussions etc. Recruitment in the public sector in India follows a similar process, with the employees are recruited based on passing the requisite examinations in schools and colleges/universities. There is substantial evidence that academic dishonesty and cheating even in schools and colleges is common in many countries, with adverse implications for the quality of the students.

Some elements of corruption in employee management are absenteeism, ghost workers, conflicting dual public and private practice; as well as patronage, nepotism, cronyism as well as bribery and extortion to influence recruitment, posting, and transfer and promotion decisions. So, corruption also subverts posting and transfer decisions, negatively affecting service delivery.

Reducing corruption in all its forms and developing effective, accountable and transparent institutions at all levels are important targets in the Sustainable Development Goals.

The focus of the Government should be on the role of corrupt practices such as nepotism, bribery and extortion in recruitment and promotion and their implications for public sector systems. For example, corruption poses a direct threat to patients' health when those who are recruited are ill-qualified and not competent to do their jobs properly. Corruption in Human Resources for health is a cause of concern in advancing the global health agenda because of its deleterious impact on access to and quality of healthcare, including its negative impact on morbidity and mortality.

Employees hired corruptly are more likely to be inexperienced, incompetent and poorly

motivated, thus affecting the service delivery.

Methods:

Despite the significant potentially negative consequences of corruption in public sector recruitment and promotion, there is limited research/discussion on this subject, because this form of corruption is more hidden. The following are the types of practices that occur and their impact on recruitment, posting, transfer and promotion of employees:

1. **Patronage and clientelism:** Both refer to the exchange of political support for favours such as jobs, contracts or public goods. It involves a relationship between a politician and a supporter or group of potential supporters, in which the politician uses their public position to compensate and reward individuals or groups who have played an important role in their election or ascension to power. Patronage is regarded by some scholars as politically legitimate in the appointment of senior personnel such as Ministers and senior bureaucrats. It is thought that political leaders rely on it to ensure that key decision-making positions are staffed by administrative officials whose policy preferences and priorities are like their own to ensure that their policies will be implemented. When patronage is involved in the recruitment or promotion of employees who handle sensitive positions, it does not prioritise competency and thus bears direct implications on performance of the organization. Patronage and clientelism can have a deleterious impact on professionalism in the employees, and quality of service/performance delivery.
2. **Kinship and Friendship:** **Kinship** (Nepotism) is a term used to describe situations in which elected or appointed public officials exploit their positions of authority to favour relatives in obtaining jobs, advancement, or other preferential treatment. **Friendship** (cronyism) means, 'the appointment of friends and associates to positions of authority, without proper regard to their qualifications. Both of these can undermine the equitable recruitment and promotion of competent workers, with profound effects for service of public sector.
3. **Bribery and extortion:** These terms are also referred to as job purchasing. It

involves offers and demands for payment of fees to pass public service recruitment exams, payment of fees to be shortlisted, to be interviewed, to secure a job, to secure a posting considered favourable due to locality or organization and even to be confirmed after a probationary period or to be promoted. Corruption is incentivised at the beginning of a career, when students have to pay large 'donations' to be admitted to private colleges. The situation is exacerbated by weak or non-existent regulations, lack of accountability, low salaries and limited opportunities for promotion.

Suggested control measures:

Recruitment of high-quality individuals for public sector (as a mid-level government manager) matters a great deal for delivery of public services. Organizations should take different approach in adopting control measures, based on understanding of the corruption and misconduct risks faced by their organizations, as well as the risks associated with particular positions. Some of these measures are:

1. Thoroughly check background of the candidates including pre-employment screening service.
2. Candidates should submit a statutory declaration in relation to prior work history, including whether they have ever been the subject of an investigation for a criminal or disciplinary matter.
3. Integrate mandatory reporting of declarable associations/conflicts of interest into the recruitment process and during periodic checks on employees' personal particulars.
4. Regularly supervise new-starters.
5. Regular performance monitoring for consideration of promotions.

Conclusion:

Corruption in recruitment and promotion in public sector is worrying which results in the recruitment of unqualified and incompetent personnel who may not be able to implement complex protocols properly. Establishment and maintenance of efficient personnel information systems, with accurate information is required on the labour market. Therefore, it becomes essential to eradicate corruption in recruitment and promotion in public sector. Measures to promote anti-corruption, transparency and accountability in recruitment and posting decisions are necessary to safeguard service delivery.

संवेदनहीनता

(नितिन हुंडैत, विशेष कार्याधिकारी / अध्यक्ष एवं प्रबंध निदेशक)

किसी दूसरे की मनोरिथिति को समझते हुए उसके प्रति आपका रवैया, आपकी भावना, ही आपकी संवेदना को व्यक्त करता है।

संवेदनशीलता और संवेदनहीनता दोनों ही एक व्यक्ति विशेष के अंदर विद्यमान होते हैं। आज के समय में संवेदनहीनता संवेदनशीलता पर हावी दिख रही है। इसका एक विशेष कारण लोगों में स्वार्थ भावना का निहित होना है। आज व्यक्ति अपने स्वार्थ को पूरा करने के लिए किसी भी हद तक जा सकता है और किसी की भी भावनाओं को ठेस पहुंचाने में लेशमात्र भी संकोच नहीं करता है। आज लोग दिखावटी और अति महत्वकांक्षी उद्देश्यों के लिए किसी भी बात की परवाह किए बगैर दौड़ रहे हैं। हालांकि वो अपनी जीवन यात्रा के अंतिम पड़ाव से भली भांति परिचित है, पर वर्तमान परिस्थिति के वशीभूत वो भाग रहे हैं।

संवेदनहीनता के कई उदाहरण हमें परिवार में, समाज में और कार्य क्षेत्र में मिलते हैं, जो किसी भी रूप में हो सकती है, किसी व्यक्ति के प्रति, किसी कार्य के प्रति, किसी धर्म के प्रति, किसी जाति के प्रति, किसी लिंग के प्रति, किसी जानवर के प्रति। संवेदनहीनता, सामाजिक विषमता का उदाहरण है जो बदलते सामाजिक परिवेश में व्यक्ति के चरित्र, स्वभाव के बदलाव के कारण हैं और व्यापक रूप से प्रभावशाली है।

जरूरी नहीं कि व्यक्ति सिर्फ दूसरों के प्रति संवेदनहीन हो, कभी—कभी और प्रायः अपने प्रति भी संवेदनहीन होता है। कभी अपनी जरूरतों के अनुसार, कभी अपने स्वभाव के अनुकूल और कभी किसी दूसरे के लिये वो अपने स्वास्थ्य, अपनी भावनाओं, अपनी खुशी, इच्छा, सोच के प्रति संवेदनहीन रहता है। व्यक्ति अपनी खुशी, इच्छा को दरकिनार करके, लोगों के अनुसारधके लिए कार्य करता है जिसका प्रभाव उसके संपूर्ण जीवन पर पड़ता है। दूसरों को खुश रखते—रखते, वो अपना लच्छ, अपनी इच्छाओं, शौक और शरीर को नजर अंदाज करता जाता है जो कि बिल्कुल भी सराहनीय नहीं है। इसकी निरंतरता से, ये सब उसकी जीवनशैली बन जाता है और दूसरे उसका फायदा उठाते हुये आगे बढ़ जाते हैं, उसको अपना हक समझने लगते हैं। बाद में ये अनुभव होता है, जो वो सब के लिए कर रहा था उसका मूल्य उतना नहीं है जितना उसने खो दिया है।

एक स्वस्थ समाज के लिए संवेदना बहुत जरूरी है। एक संवेदनशील माहौल में ही किसी व्यक्ति, समाज और देश का संपूर्ण विकास हो सकता है। एक दूसरे के प्रति, धर्म के प्रति, कार्य के प्रति, परस्पर सदभाव, आदर सहयोग एक बेहतर समाज का निर्माण करता है। जब हम एक—दूसरे की खामियों को नजरअंदाज करके उसकी खूबियों को, बिना किसी प्रतिस्पर्धा के, बिना किसी द्वेष के, देखते हैं तब जाके एक स्वस्थ समाज का उदय होता है।

“बैष्णव जन को तेने कहिए जो पीर पराई जाणे रे”

**Promoting Good Governance automates Vigilance
Awareness – A RailTel's perspective
(S Naveen Kumar, Sr. Manager/Finance/SR)**

RailTel efficiently implements and promotes good governance to educate its employees in their routine work culture using digital technology. RailTel in 2013 introduced to ERP platform for efficient working to promote speed, transparency and accuracy in the working culture through ERP. It is mandatory to file Annual Property returns (APR) in ERP by each official on or before 31st January every month, wherein each official is expected to declare his assets acquired during the year. Management has decided to grant additional marks to its employees in APAR, if APR is filed within stipulated date. Various modules in ERP such as inventory module, Purchase module, Payables and Receivables modules ensure speed and accuracy. Email alerts w.r.t notification of various works in ERP ensures its employees to attend their work in stipulated time. Various controls through ERP has been imposed in the routine working to ensure that payments are not made to Vendors more than sanctioned amounts. Vigilance clearance certificates and No objection certificates, absorption process, , sanction of leave, and reimbursement claims of employees, filing of Annual appraisal reports (APAR) , are meticulously mapped in ERP with hierarchy of competent authority for approvals .

Further RailTel's management has decided to call for tenders through IREPS and GeM platform to finalise tenders more efficient and transparent manner envisaging good governance in its contract management system. RailTel has adopted integrity pact –revised standard operating procedure as notified by Central Vigilance commission. It is now considered mandatory to include Integrity pact clause in the RailTel tenders valuing more than 15 crores .The Integrity Pact Program envisages an 'Integrity Pact', an agreement between the prospective Bidders & Contractors and RailTel, committing the persons/officials of both parties, not to exercise any influence on any aspect of the contract.

Mandatory implementation e- office platform in day to working w.r.t. movement of files from field offices to Corporate Office, has achieved faster finalisation of proposals as it is electronically transferred to different officials for requisite approvals.

All the departmental exams are conducted online mode and selection is done in

most transparent manner. Staff recruitment process is conducted in the transparent manner. Rules and regulations dovetailed in HR manual for staff recruitment process and departmental/promotional exams are in itself sacrosanct. Various policies /codes such as dividend distribution policy, internal code of conduct for prevention of insider trading in dealing with securities of RailTel etc have been notified in the RailTel's website. These codes and policies are finalised by Board Committees in most transparent manner.

RailTel website has notified the whistle blower policy and complaint handling policy, Integrity pledge notified by CVC . Financial statements, Annual report of RailTel are notified after finalisation of annual accounts are notified in the official website

RailTel is in compliance with corporate governance norms prescribed under SEBI listing regulations including in relations to its committees such as Audit committee, Nomination and Remuneration committee, stakeholder's relationship committee and CSR committee, Right to information, Corporate responsibility and sustainable development policy. RailTel also notifies reports w.r.t. compliance of corporate governance at end of every quarter.

The above are classic examples of good governance which automates the vigilance awareness among its employees within the organisation. RailTel has been always at the forefront to implement various guidelines issued by Central Vigilance commission from time to time. It can be concluded that Corporate Governance is the essence of the RailTel's ecosystem.

E-Governance: The Panacea for Fighting Corruption in Digital Age **(Rohit Singh, Sr. Manager/EB/CO)**

“Governance has to change with times to meet the aspirations of citizens”

The above saying is so true for everyone living in digital times. There should not be an iota of doubt in our minds that Information and Communications Technology will play a significant role in the fight against rampant corruption in these present times. The flow of information between government institutions, between government and citizens is required to be maintained and structured properly especially in the Digital Age to maintain integrity and transparency in governance system. New age technologies can promote transparency, accountability and civic participation in the governance. By practicing E-Governance system with the help of technology which can trigger positive changes in the life of citizens, reduce the asymmetries of information between government and citizens, eliminate the discretion of public officials, automate processes, cut down intermediaries, reduce red tape and bureaucracy. Another trend in technology space is Mobile Governance which is vital for making India a truly Digital economy. In this regard the concept of “E-Governance is going to change into M-Governance with moving times. Digital India will be vast in scale and ambitious in its objective. It will definitely help to reduce corruption in government services by making most of that available online and convenient. Here are few things we need to know about it:

1. **Broadband Highways:** At present India is suffering from digital divide - meaning there are millions of people who do not have access to quality internet/broadband. Broadband highways will be routes through which internet connectivity will reach 2,50,000 gram panchayats.
2. **Digital Locker:** This online locker will be able to store all documents issued to you by the government and will require an Aadhar card as identification for the first time. After that you will be able to set your own password and even link it with a Google or Facebook account. Services such as passport applications might become fully online in future when the relevant authorities are able to access your verified documents online. You won't be required to go to a government office with a folder

full of documents. The business of middlemen will become defunct and will provide a great impetus to digital economy.

3. **E-Kranti:** This is perhaps the biggest and most impactful program under the Digital India program and focuses on a mobile-first approach (M-Governance approach). That means integrating public programs on single portal and using technology for their implementation and monitoring for public grievance system . The government will also fast track approvals using IT and mandate standards and protocols for software and hardware mainly based on open standards stack. A National Cyber Security Co-ordination Centre will be set up to combat cyber-attacks by CERT-In, which has the potential to disrupt large parts of Digital India programme. Major private IT companies are expected to work on projects to make this possible.
4. **Skillful Employment:** Business Process Outsourcing (BPO) centers will be set up in states that have lagged in development, such as the North-Eastern states and rural areas. One crore students will be trained in smaller towns and cities in five years, to develop a skilled workforce for such BPOs and the IT sector. Telecom service providers have agreed to train 5 lakh people in smaller towns to work in their projects to boost rural employment.
5. **National Manufacturing Policy:** The Government of India has announced National Manufacturing Policy with the objective of enhancing the share of manufacturing in GDP to 25% Digital India seeks to spur electronics manufacturing to the extent that there would be net zero imports — that is exports will equal imports — by 2022
6. **MyGov:** Ideas from the public for design of programs such as better traffic management, using big data and artificial intelligence for making cities smarter and safer and even for the PMO's mobile app among many others. The idea is to start new programs in consultation with informed citizens for better implementation and governance.

7. Demographic Dividend: As our country stands at the cusp of demographic dividend, being home to more young people than any other country, the words of Salman Rushdie resonate more with us than ever before:

“There are two things in Indian history - one is the incredible optimism and potential of the place and time, and the other is the betrayal of that potential - for example, corruption. Those two strands intertwine through the whole of Indian history, and maybe not just Indian history”

As the above saying goes, we all may be remembering the above famous quote, which is so relevant in our current times. The optimism and potential of our incredible country, its people and their resilience to overcome insurmountable odds have kept us in good stead over the course of time. But our history is also full of incidents/events of betrayal of trust right from the Vedic times. Though In current times, corruption is the single most attribute which is eating the moral fabric of our country.

What is Corruption and its impacts us all?

Now the question comes, what exactly is Corruption and its impacts on our overall potential? Well Corruption can be termed as the spiritual or moral impurity or deviation from an ideal/standard. Indian society has always reserved a very high position for spirituality and morality. Collectively, as a society we have failed to keep away from “moral and spiritual impurity “as far as corruption is concerned.

It is indeed important that we do not “betray our potential” (as Salman Rushdie quoted) with respect to our spiritual and moral potential rooting from the days of Vedas and Upanishads. In fact, this may be a pointer to the cause of decay in Indian society as far the question of corruption is concerned.

On a practical note, our society is vivid with examples of unethical and corrupt practices, which people even boast of indulging in as per one’s convenience. The way one prefers to bribe the traffic constable instead of paying a legitimate fine for a minor traffic offence, the way we try to procure LPG cylinders from touts, the kind of corruption and leakages we have in public distribution system for obtaining favors from unethical

means; the list is endless. No amount of sophisticated technology enabled surveillance tools and systems can help unless we decide to change the moral fabric of our character especially starting with children.

The Way Forward

The way forward is definitely not easy, but as the phrase goes, “Where there is a will, there is a way”. If we really want to see our motherland as economic and technology superpower, all of us have to mend our ways from **“betraying our potential”** to **“fulfilling our potential”**. All it takes is conscious effort and mindset change. Moreover, transparency, honesty and integrity to our work and society is not only the responsibility of the government, but the onus lies on each one of us to act with morality in all spheres of life, be it social, economic, work or personal front. The government agencies can make any number of laws and systems, but to make the great Indian dream of a corruption free society can only be fulfilled if every citizen strives to make “honesty” a habit rather than a moral value to adhere to.

The idea of fulfilling our potential and taking advantage of demographic dividend as already done by our neighbour’s i.e. South Korea, Taiwan, and other East Asian Countries in manufacturing and services industries is a example for us to emulate.

The way forward is to create a national “will” and to find a “way”, so that our collective honesty and the truth prevails and we prosper as a peaceful, content and transparent nation where every citizen practices “honesty” in true letter and spirit.

Resources :

- 1) <https://www.transparency.org>,
- 2) <https://www.wikiquote.org>
- 3) <https://economictimes.indiatimes.com>
- 4) <https://tradingeconomics.com>

स्वतंत्र भारत / 75 सत्यनिष्ठा से आत्मनिर्भरता

(अलीशा सोनी, डिप्लोमा इंजीनियर / दक्षिणी क्षेत्र)

भारत प्राचीन काल से ही महान परम्पराओं, सभ्यताओं, विभिन्ताओं एवं गाथाओं का देश है। ये हमारा सौभाग्य है की हम इस देश की स्वतंत्रता की 75वीं वर्षगांठ मना रहे हैं।

पिछले दो वर्षों की महामारी (कोरोना) के दौरान हमने देखा की हमारे देश की अर्थव्यवस्था दर 23.5 प्रतिशत तक गिर गई। उसी समय प्रधानमंत्री द्वारा आत्मनिर्भर भारत का परिचय दिया गया एवं 20 लाख करोड़ की धनराशि अर्थव्यवस्था को सम्भालने की लिए केंद्र सरकार द्वारा दी गई।

किसी भी देश के आत्मनिर्भर बनने के कई सारे कारक महत्वपूर्ण होते हैं। भौतिक कारक : देश की जलवायु, मिट्टी, नगरीकरण एवं उद्योगीकरण। नैतिक कारक : ईमानदारी, कर्मनिष्ठा एवं सत्यनिष्ठा।

उपरोक्त सभी कारक अपने आप में बहुत महत्वपूर्ण हैं। लेकिन सत्यनिष्ठा एक ऐसा कारक है। जो हर मजबूत देश की अभिन्न आधारशिला है। सत्यनिष्ठा के अनेक आयाम हैं जैसे ईमानदारी, सच्चाई, प्रमाणिकता, सम्पूर्णता और पवित्रता।

एक व्यक्ति का सबसे बड़ा गुण आत्मनिर्भरता होता है। आत्मनिर्भरता का अर्थ है, एक व्यक्ति विशेष को किसी के सहारे ना रह कर अपने स्वयं के सहारे रहना चाहिए यदि मनुष्य अपने जीवन में सत्यनिष्ठा को अपने समक्ष रख के आगे बढ़ता है तो उसके लिए आत्मनिर्भर बनना निश्चित एवं सरल है।

हमेशा सत्य के आधार पर चलने वाले व्यक्ति को कभी पराजय का मुहं नहीं देखना पड़ेगा। अगर हम सत्यनिष्ठा का सहारा लेकर आत्मनिर्भरता की ओर अपने कदम बढ़ाए तो देश को रोजगार उपलब्ध होगा, देश में भ्रष्टाचार खत्म होगा और हर क्षेत्र में उन्नति होगी।

सत्यनिष्ठा से आत्मनिर्भर बनना एक व्यक्ति की ही नहीं अपितु सम्पूर्ण राष्ट्र के लिए कारगर साबित होगा और फिर वह दिन दूर नहीं जब सम्पूर्ण राष्ट्र विकसित देश के रूप में गिना जायेगा और भ्रष्टाचार का नाम देश से उखाड़ फेंक दिया जाएगा।

सत्यनिष्ठा से आत्मनिर्भरता की तरफ बढ़ना ही सही मायने में भारत को विकसित करना है।

आजादी से सत्य की मशाल लिए चल रहा है
भारत का हर एक शख्स,
तिनका तिनका जोड़ कर पहुँचा दिया यहां तक ,
जब इतना कर दिखाया है तो अब पीछे ना हठ पाएंगे,
सब मिल कर भारत को आत्मनिर्भर बनाएंगे।

आएगी फिर विश्वशान्ति

(शुभी श्रीवास्तव, उप प्रबन्धक / रेलटेल इंटरप्राईजेज लिमिटेड)

चहुँ दिशा कोहराम है मचा, प्रकृति ने खेल है ऐसा खेला,
स्वार्थ, कपट जैसे विकारों का लगा है हर ओर मेला।

फैल रहीं महामारियाँ, पृथ्वी का यह भयंकर रूप है,
कहीं अधिक है शीत, तो कहीं पर तन को तपाती धुप है।

नर्तन मृत्यु का हर ओर हृदय कम्पित कर रहा,
श्वास—श्वास को इंसान आज विवश सा दिख रहा।

पथभ्रष्ट हो चुके हैं युवा, नारी का कहीं सम्मान ना है
बाहर के रावण को तो हर वर्ष है जलाया,
लेकिन हृदय के आसन पर श्री राम ना हैं।

ना चलेंगी अब ऐसी मनमानियां, प्रकृति यह सबको समझा रही,
अब भी ना बदले, तो होगा तांडव सबको है यह चेता रही।

बेला है अब यह युग परिवर्तन की, शुद्ध—बुद्ध होना है सबको,
नवल भोर के निर्माण में निरंतर सहयोग देना है सबको।

जो बदलेगा खुद को, और तन—मन जिसका सधा होगा,
वही देखेगा नवल भोर, अतुल्य जिसका समर्पण होगा।

उगेगा सूरज नया, आएगा फिर मौसम बासंती,
खिलखिलाहट होगी हर चौखट पर, आएगी फिर विश्वशांति।



भ्रष्टाचार

(मुस्तकीम, सहायक महाप्रबंधक / उत्तरी क्षेत्र)

भारत वर्ष में सरकारी सेवा का मौका मिलता है, बहुत परिश्रम के बाद
फिर इज्जत भी बहुत देता है ये सारा समाज
करके भ्रष्टाचार कौन सी इज्जत पायेगा तु
कमा कर ऐसा काला धन कौन सा सुख पाएगा तु
फंस गया रिश्वत लेते तो समाज को क्या मुँह दिखलायेगा तु
दोस्तों, रिश्तेदारों व परिवार वालो को क्या बताएगा तु
पता ही चल जाता है रिश्वतखोर का, तो फिर रिश्वतखोर कहलायेगा तु
देश सेवा का मौका मिला है तुझे, खा कसम के ईमानदार बन जायेगा तु
ईमानदारी से सब के साथ न्याय करके दिखलायेगा तु
अपने पद, कम्पनी व देश की गरिमा को और बढ़ाएगा तु
माता पिता ने पढ़ा लिखाकर, तुमको अफसर बना दिया
आज देखकर लगता है की, सबसे बड़ा एक गुनाह किया
रिश्वत लेने से अच्छा था, भिक्षा लेकर जी लेते
मुह खोल कर मांगे पैसे, बेहतर होंठ तुम सी लेते
यश प्राप्त होगा तुझे यदि सच्चाई का मार्ग अपनाएगा जो तु
ले ले प्रण के कभी न रिश्वत खायेगा तु



मैं सब अच्छा करना चाहता हूँ

(अरविन्द साहू, सहायक महाप्रबंधक/पश्चिमी क्षेत्र)

कुछ सवाल मेरे जहन में
अक्सर घूमते रहते हैं।
मैं सब अच्छा करना चाहता हूँ
पर कर नहीं पाता हूँ।
सब तरफ भ्रष्टाचार का फैलाव है।
किसी को किसी की नहीं पड़ी है।
ये कैसा सिस्टम बन गया है।
बिना सिफारिश या रिशवत का
कोई काम, किसी का नहीं बनता।

मैं सब अच्छा करना चाहता हूँ।
पर कर नहीं पाता हूँ।
तब मैं जाना
क्या मैं चाहता हूँ। और क्या मुझको है करना।
है मुझको एक अलख है जगानी।
अपने में और सब में
छोटो में और बड़ो में।
जो भी हम काम करेंगे।
ईमानदारी से हो सबका नाता,
कार्य कुशल वो तभी कहलाता,
जन जन तक ये बात पहचानी।
नई पीढ़ी को है ये समझनी।
ये सतर्कता है सब मे लानी,
फिर से भारत भूमि को
सोने की चिड़िया बनाओगे,
इस भ्रष्टाचार को दूर भगाओगे।
बच्चों को है ये पाठ सिखाना।
फिर से, सवालों के जवाब में मत उलझ जाना।



स्वतंत्र भारत @ 75 सत्यनिष्ठा से आत्मनिर्भरता

(रवि वर्मा, सहायक महाप्रबंधक दक्षिणी क्षेत्र)

अंग्रेजी हुकूमत की नीव उखाड़कर हमने स्वतंत्रता पायी है।
इस स्वतंत्र भारत को आत्मनिर्भर बनाने की कसम भारतीयों ने खाई है।
बैलगाड़ी से शुरुआत कर चंद्रयान तक जा पहुंचा है।
सत्यनिष्ठा को अपनाकर पग पग पर उन्नति पाई है।
गावों गावों में स्मार्ट फोन और इंटरनेट पहुंचाया है।
रेलटेल ने भी ऐसा ही उत्तम कार्य कर दिखाया है।
बिजली पानी का बिल भरना अब लोगों के लिए हुआ आसान
चुटकी में होते काम सभी के आत्मनिर्भर भारत की है ये पहचान
स्वदेशी को अपनाकर स्वावलम्बी बनना सिखाया है
मेक इन इंडिया प्रोग्राम के तहत वन्दे भारत एक्सप्रेस ट्रेन को दौड़ाया है
समस्याओं को छोड़ हल की ओर बढ़ जाना है
आत्मनिर्भर भारत है और सदा रहे
हम सब को ये अभियान मिल कर सफल बनना है
सूरज से निकली रोशनी का स्वतंत्र भारत को ये पैगाम है
आने वाला कल आत्मनिर्भर युवओं के नाम है
स्वतंत्र और आत्मनिर्भर हो सत्यनिष्ठा से भरपूर हो
भारत की ऐसी छवि दुनिया में अतुलनीय हो।

जय हिन्द



सतर्क रहे

(रवि वर्मा, सहायक महाप्रबंधक दक्षिणी क्षेत्र)

ईमानदारी के वितरक रहे !

डटे रहे, चाहे लोग सौ तर्क कहे !

भ्रष्टता को रोके, निडर हो के !

सावधानी बरते, हर काम करते करते !

आचार विचार में पारदर्शिता हो क्रिया
कर्माँ में दूरदर्शिता हो ।

सही-गलत का फर्क रहे
सच्चाई ना कुतर्क सहे

सतर्क रहे !



स्वतंत्र भारत

(नितिन हुंडेट, विशेष कार्यधिकारी / अध्यक्ष एवं प्रबंध निदेशक)

मैं चाहता हूँ, मेरा भारत स्वतंत्र हो जाये।
सिर्फ लोक कल्याण हो जहाँ, ऐसा लोकतंत्र हो जाये।

मैं चाहता हूँ, मेरा भारत स्वतंत्र हो जाये।
भ्रष्ट सिपहसलारों से,
झूठे तीमारदारों से,
धर्म के ठेकेदारों से,
बिना भेदभाव, सबको समाले, ऐसा प्रजातंत्र हो जाये।

मैं चाहता हूँ, मेरा भारत स्वतंत्र हो जाये।
मुफ्त देने वालों के वादों से,
कुछ तानाशाही इरादों से,
मतलब के लिये बनाये गये विवादों से,
सबका हो निर्माण, ऐसा राजतंत्र हो जाये।

मैं चाहता हूँ, मेरा भारत स्वतंत्र हो जाये।
विदेशी भाषा की जंजीरों से,
बिना पढ़े-लिखे फकीरों से,
बेफिजूल की तहरीरों से,
मेरे देश में, मेरी भाषा का गणतंत्र हो जाये।

मैं चाहता हूँ, मेरा भारत स्वतंत्र हो जाये।
सब को शिक्षा, स्वास्थ्य और रोजगार मिले,
जनमानस को एक दूसरे का प्यार मिले,
परस्पर मेलभाव के साथ बढ़ने के संस्कार मिले,
जन जनके लिये, जनमानस का, जनतंत्र हो जाये।

मैं चाहता हूँ, मेरा भारत स्वतंत्र हो जाये।

मैं चाहता हूँ, मेरा भारत स्वतंत्र हो जाये।

मैं चाहता हूँ, मेरा भारत स्वतंत्र हो जाये।

सतर्क और जागरूक रहने की बारी है

(सचिन कुमार, वरिष्ठ प्रबंधक / वड़ोदरा)

भ्रष्टाचार की फैली महामारी है
सतर्क और जागरूक रहने की बारी है
कब होगा देश भ्रष्टाचार से मुक्त
चलो सब मिलकर हो जाए एकजुट
रिश्वतखोरी में लिप्त दुनिया सारी है
सतर्क और जागरूक रहने की बारी है

दीन ईमान छोड़ कर बैठे
दफ्तरों में जो रिश्वत हैं लेते
अमीरी के सामने फिर गरीबी हारी है
सतर्क और जागरूक रहने की बारी है

भ्रष्टाचारियों को जेल के अंदर पहुंचाएंगे
सबको हम कड़ी सजा दिलाएंगे
समर्थ बनने की अब बारी हमारी है
तर्क और जागरूक रहने की बारी है

अब तो ऐसे भारत का निर्माण होगा
भ्रष्टाचार का ना नामो निशान होगा
परिवर्तित करनी यह व्यवस्था सारी है
तर्क और जागरूक रहने की बारी है



सतर्क व्यवहार मेरी पहचान

(डॉ शरद शर्मा, महाप्रबंधक / अहमदाबाद)

सतर्क व्यवहार मेरी पहचान,
सदा रहे इसका ध्यान ।
अन्यों को भी करवाएं ज्ञान,
हम सब मिलकर पाएं सम्मान ॥

सतर्कता से ही मिले शांति,
निश्चित दिलवाए उन्नति ।
प्रारंभ स्वयं से और आज से,
लक्ष्य हमारा सम्पूर्ण क्रांति ॥

कुछ भी नहीं असंभव है,
यह तो जग-जाहीर है ।
बदल रहा है देश-समाज,
नहीं पीछे रेलटेल परिवार ॥



भ्रष्टाचार-पतन

(नितीश विक्रम सिंह, वरिष्ठ प्रबंधक / लखनऊ)

सिसक रहा है भारत मेरा बोझ तले कालेधन के,
त्राहि—त्राहि चहुं ओर मची है प्राण जा रहे निर्धन के,
भ्रष्टाचारी गिद्ध नोचते भारत माँ के आँचल को,
तुम तटस्थ हो और बढ़ाते इन की तृष्णा, लिप्सा को।

पहले थी गलती विदेशियों की आजादी से पहले,
पर अब किस को दोषी मानूँ लूट रहे जब ही अपने,
भ्रष्टाचार जो विष मडक है निज समाज मानवता में,
पलता बढ़ता सतत हो रहा लालच के दावानल में।

भ्रष्टाचारन हीं कुछ देगा तुमको अपने जीवन में,
मात्र क्षुद्रधन, मात्र ग्लानि, कुछ और विषमता जीवन में,
क्या ही वह मानवता जिस में धन के खातिर बिके जमीर,
क्या ही वह समाज जो अपने स्वार्थ हेतु हो रहा अधीर।

जब किसान का खून पसीना खेतों में लहराता है,
छोटे—छोटे सपने बुन कर मन में अति हर्षाता है,
दोवक्त की रोटी, बच्चों के भविष्य की आशा में,
टक्कर लेता धूप—घाम से, बारिश से तूफानों से।

निर्धन किसान जब भ्रष्टाचारी चंगुल में फँस जाता है,
टूटे सपने लिए स्वयं को लुटा हुआ सा पाता है,
ऐसे में जब बच्चों का चेहरा आगे मँडराता है,
वह भर कर आँखों में आँसू फाँसी पर चढ़ जाता है।

जाने ही कितनी जिंदगियां निगल चुका ये भ्रष्टाचार,
बंद करो ये पागलपन, ये दुष्चरित्र लालसा अपार,
भ्रष्टाचारों के खिलाफ इक महायज्ञ करवाना है,
सबको आहुति देनी है, इक नया सवेरा लाना है।

