

पहल/PAHAL

Vigilance Journal

Vol:8/Issue - 2024



भारतीय अक्षय ऊर्जा विकास संस्था लिमिटेड
Indian Renewable Energy Development Agency Limited

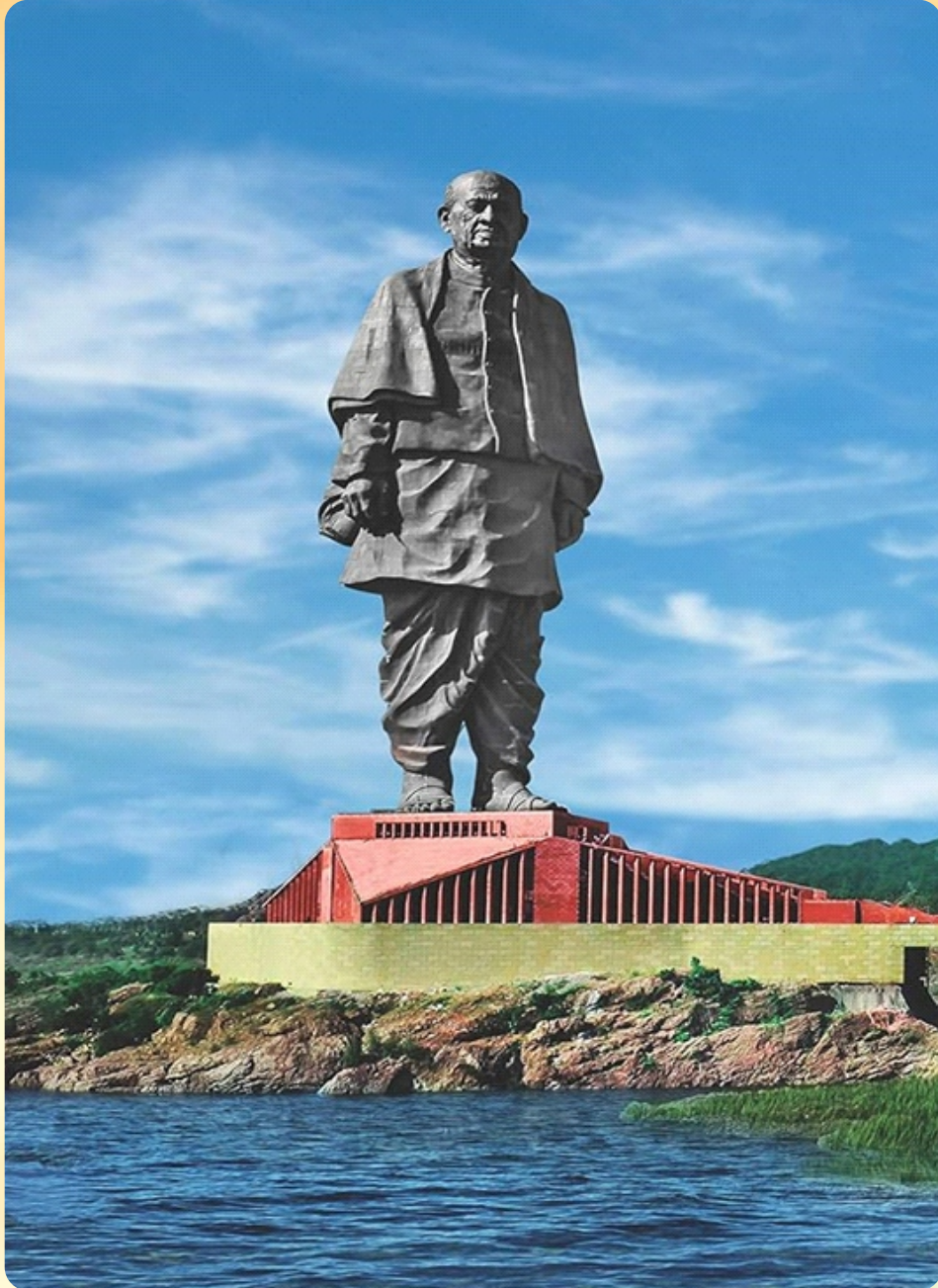
(भारत सरकार का प्रतिष्ठान / A Government of India Enterprise)

शाश्वत ऊर्जा / ENERGY FOR EVER

“Even if we lose the wealth of thousands, and our life is sacrificed, we should keep smiling and be cheerful keeping our faith in God and Truth.”

“भले ही हम हजारों की संपत्ति खो दें, और हमारा जीवन बलिदान हो जाए, हमें मुस्कुराते रहना चाहिए और ईश्वर और सत्य में विश्वास रखते हुए खुश रहना चाहिए।”

- Sardar Vallabhbhai Jhaverbhai Patel



(Sardar Vallabhbhai Patel • 31 October 1875 -15 December 1950)

Vigilance Awareness Week is observed every year during the week in which the birthday of Sardar Vallabhbhai Patel (31st October) falls in.



राष्ट्रपति
भारत गणतंत्र
PRESIDENT
REPUBLIC OF INDIA

MESSAGE

I am happy to know that the Central Vigilance Commission is observing Vigilance Awareness Week from 28th October to 3rd November, 2024 on the theme:

"सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि"
"Culture of Integrity for Nation's Prosperity"

This theme serves as a reminder that integrity is the foundation of our nation's economic prosperity and social well-being. Integrity promotes inclusive growth, ensuring development benefits reach all sections of society. As citizens, we have a collective responsibility to be steadfast to the value of integrity in our daily lives. Through our actions based on honesty, fairness, and transparency, we can build a stronger and more prosperous nation.

I hope that there will be widespread participation of citizens in this initiative of the Central Vigilance Commission.

I extend my appreciation to the entire team associated with the Central Vigilance Commission.

I convey my best wishes for the success of the Vigilance Awareness Week-2024 in terms of translating values into action.



(Droupadi Murmu)

New Delhi
September 30, 2024



MESSAGE

Observance of Vigilance Awareness Week by Central Vigilance Commission (CVC) from 28th October 2024 to 3rd November 2024, commemorating the birth anniversary of Bharat Ratna Sardar Vallabhbhai Patel is not just a tribute to the Iron Man of India, but a reaffirmation of the values he stood for-integrity, unity, and national prosperity.

This year's theme, "Culture of Integrity for Nation's Prosperity" ("सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि"), aligns perfectly with the essence of our nation unity in diversity. Promotion of culture of integrity requires a collective effort that respects and incorporates the diverse perspectives and experiences of all our citizens. Central Vigilance Commission plays a crucial role in this endeavour by promoting transparency and accountability in public administration.

As we observe this Vigilance Awareness Week, let us remember that corruption is a threat not just to our economic prosperity, but to the very fabric of our diverse society. Let this be a time of reflection on our shared values that transcend our differences, and action towards building a corruption-free India.

I extend my best wishes to the Central Vigilance commission and the entire team of Vigilance Officers for their tireless efforts towards building a corruption-free where integrity and ethical conduct guide our actions.

Jagdeep Dhankhar

New Delhi
23rd October, 2024



प्रधान मंत्री
Prime Minister
MESSAGE

It is heartening to learn that the Central Vigilance Commission - CVC is observing Vigilance Awareness Week 2024. Heartiest greetings and best wishes to everyone associated with CVC on the occasion.

This year's theme – “सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि” – ‘Culture of integrity for nation's prosperity’ is particularly relevant in today's context.

Integrity, along with transparency and accountability, hold the key to good governance and ensuing the nation's all-round growth and development. An environment of integrity nurtures institutions, promotes probity in administration. It leads to a people-centric approach while framing policies and taking decisions.

During the last 10 years, we have focused our efforts on leveraging technology and e-governance to create a transparent and accountable eco-system. We have furthered the spirit of ethics and integrity to strengthen our institutions.

As we march ahead confidently towards building *Viksit Bharat*, the contribution of institutions such as CVC in fulfilling the people's aspirations is important.

The organisation of various programmes including Gram Sabhas, lectures, plays, competitions in schools, colleges and trade organisations to commemorate the Vigilance Awareness Week will help spread awareness among individuals to imbibe such ethics and virtues such as honesty, fairness and integrity in day-to-day work.

May the Vigilance Awareness Week celebrations be a huge success.


(Narendra Modi)

New Delhi
आश्विन 19, शक संवत् 1946
11 October, 2024

प्रल्हाद जोशी
PRALHAD JOSHI
ಪ್ರಲ್ಹಾದ ಜೋಶಿ



उपभोक्ता मामले, खाद्य और सार्वजनिक वितरण तथा
नवीन और नवीकरणीय ऊर्जा मंत्री
भारत सरकार
MINISTER OF CONSUMER AFFAIRS,
FOOD & PUBLIC DISTRIBUTION AND
NEW & RENEWABLE ENERGY
GOVERNMENT OF INDIA



MESSAGE

I am pleased to learn that the Central Vigilance Commission (CVC) is observing Vigilance Awareness Week from 28th October, 2024 to 03rd November, 2024 on the theme "Culture of Integrity for Nation's Prosperity" – "सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि"

CVC observes Vigilance Awareness Week every to sensitise citizens of the menace of corruption and to uphold integrity, bring transparency and accountability in public governance and public administration.

This initiative of CVC can be successful only with the active participation of all the stakeholders. Everyone should support this initiative to fight against corruption and bring transparency and accountability of the Government servants.

I am sure that all these efforts will strengthen the awareness and promote the ideals of ethics and integrity in service.

I convey my best wishes to CVC in its journey.


(PRALHAD JOSHI)



Integrity Pledge for Citizens

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

I realize that every citizen should be vigilant and commit to highest standard 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 behavior;
- To report any incidence of corruption to the appropriate agency.

नागरिकों के लिए सत्य निष्ठा प्रतिज्ञा

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

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

अतः, मैं प्रतिज्ञा करता हूं की:-

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

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Message From Central Vigilance Commission



सत्यमेव जयते

केन्द्रीय सतर्कता आयोग CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023
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Block A, INA, New Delhi-110023

सं./No. 024/VGL/081

दिनांक / Dated 25.10.2024

MESSAGE

Vigilance Awareness Week (28th October to 3rd November, 2024)

Observance of Vigilance Awareness Week affirms Commission's commitment to promote integrity and probity in public life by seeking engagement of all stakeholders and to create greater awareness regarding the importance of integrity and ethics. The Commission believes that the theme for this year should be inspired by the rich cultural heritage of India that is rooted in ethical values and integrity. It is believed that these values can serve as a foundation upon which the nation can continue its journey towards development and prosperity. Hence, the theme for this year is:

"सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि"

"Culture of Integrity for Nation's Prosperity"

VAW is being observed from 28th October to 3rd November 2024. Since last couple of years, the Commission has been running a three-month campaign leading upto the Vigilance Awareness Week. This year, the campaign associated with the Vigilance Awareness Week is being undertaken from 16.08.2024 to 15.11.2024. The Commission has sought the participation of all Ministries/ Departments/ Organizations of the Central Government to undertake this three-month campaign on five different focus areas namely Capacity Building Programs, Identification and implementation of Systemic Improvement measures, Up-dation of Circulars/Guidelines/Manuals, Disposal of complaints received before 30.06.2024 and Dynamic Digital Presence. It is believed that focused attention on these Preventive Vigilance measures would build transparent systems.

Emerging challenges, best practices and thoughts on way forward on various issues that come across are being shared with all stakeholders in the form of three booklets that will be released on 08.11.2024. The idea behind this is to disseminate information regarding effective and innovative initiatives undertaken by different organizations to serve as a point of reference for the way forward.

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

(A. S. Rajeev)

Vigilance Commissioner

(Praveen K. Srivastava)

Central Vigilance Commissioner

Message From Chairman & Managing Director, IREDA



Dear IREDANs,

I am happy to know that this year, IREDA will observe "Vigilance Awareness Week" from 28th October to 3rd November 2024. This period, part of a larger campaign running from 16th August to 15th November, encourages us all to reaffirm our commitment to upholding integrity and transparency within our organization.

The theme for Vigilance Awareness Week 2024, "सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि" / **"Culture of Integrity for Nation's Prosperity"** suitably reflects our shared mission to foster a culture supported in honesty and ethical conduct. Integrity is not just a value but a guiding principle that strengthens the trust and consistency within our organization. It serves as a foundation for all our actions, from decision-making to everyday interactions.

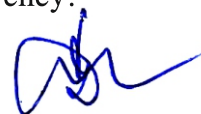
We all IREDA family members are committed to creating an environment where transparency and accountability are not just ideals but are woven into the fabric of our daily operations. We have at our disposal a range of tools, such as E-office, Online customer Portal, CSR Portal, GeM Portal, Employee Portal, and System improvements in technology-driven processes, all of which help in promoting transparency and accountability in our business dealings. These measures ensure that we remain committed in our commitment to ethical practices.

During Vigilance Awareness Week 2024, our Vigilance Department has planned various activities and competitions for employees and their wards that highlight the importance of integrity. I encourage all colleagues and their wards to participate actively, in these events. These events offer us an opportunity to reflect on the significance of ethical behaviour and to inspire a sense of responsibility that extends beyond our professional lives.

As we come together to observe this week, I extend my warmest greetings to each of you. Let us embrace this theme and make it a part of our everyday lives, not only to support the prosperity of our nation but also to contribute to the growth and success of IREDA. By fostering a Culture of Integrity, we are investing in a future where our organization continues to be recognized for its commitment to ethical excellence and highest standards of corporate governance.

Let us work together to make IREDA a beacon of integrity and transparency.

Jai Hind!



Pradip Kumar Das
Chairman & Managing Director

Message From Director (Finance & Projects), IREDA



Dear IREDANs,

With immense pleasure I am glad to note that this year “Vigilance Awareness Week” is being observed from 28th October 2024 to 3rd November 2024 along with a three-month campaign (16th August 2024 to 15th November 2024) on Preventive Vigilance, at IREDA, as per the directives of Central Vigilance Commission. Vigilance Awareness Week reaffirms our faith and commitment to achieve the organizational goal with highest level of transparency and corporate governance.

The main theme of this year’s Vigilance Awareness Week is:

“सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि” / “Culture of Integrity for Nation's Prosperity”

A culture of integrity forms the foundation of strong public governance and is essential for fostering economic prosperity within any organization.

The fight against misgovernance and unethical practices can be achieved only through eliminating distinction, increasing transparency in work environment and leveraging of technology. At IREDA, we are committed to create a culture where vigilance is not just the role of a department but a shared responsibility of every individual.

Let us take this week as an opportunity to renew our pledge to integrity and honesty. By upholding principles of transparency and accountability, we foster an ethical environment that promotes sustainable growth and ensures the long-term success of our organization and our nation.

I am delighted to know that Vigilance Department has released a magazine named **“PAHAL-8”** which is a collection of technical articles and other inputs contributed by employees and their wards.

I extend my appreciation and greetings to all the employees and Vigilance Department, wishing everyone a successful and memorable Vigilance Awareness Week.



Dr. B.K. Mohanty
Director (Finance & Projects)

Message From Chief Vigilance Officer, IREDA



Honesty is a culture and Vigilance Awareness Week is the festival of honesty. The culture of honesty should be followed all the time even if no one is watching. The festival of Honesty that is “Vigilance Awareness Week” is being observed this year from 28th October 2024 to 3rd November 2024 along with a three-month campaign (16th August 2024 to 15th November 2024) as per the directives of Central Vigilance Commission. The theme of this year’s Vigilance Awareness Week is:

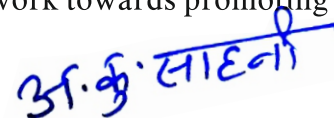
“सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि” / “Culture of Integrity for Nation's Prosperity”

Prosperity of any nation is directly dependent upon the integrity of its citizens. However, individual greed can retard the path towards prosperity of entire society or the nation. The battle for corruption-free ethical society is to be fought against this greed and replace it with 'what can I give' spirit”. There should be no space for individual greed in the minds of the citizens.

Honesty and Integrity should be an attribute within every individual in such a way that transparency follows spontaneously, not requiring any certification or clearance. Former president of India, APJ Abdul Kalam once quoted *“The ignited mind of the youth is the most powerful resource on the earth, above the earth and under the earth”* Hence, the Culture of integrity must be inculcated and imbibed within every individual from a very young age, to be able to grow and evolve into an honest and responsible citizen.

IREDA vigilance has been continuously focusing on building a culture of integrity so that the goal of nations prosperity is achieved. It is working towards imbibing a culture where honest and efficient people feel safe and secured. Vigilance is a guide to empower employees to work with utmost honesty, integrity and without fear & prejudice. IREDA is committed towards following the best honest practices and implementing technology-based initiatives in all aspects of its working to eliminate potential misuse through manual interventions and thereby bring more transparency and objectivity.

During this festival of honesty let’s pledge to uphold the highest standards of integrity, honesty and transparency in our public lives and prioritize nations prosperity above our individual greed. I appeal to all internal stakeholders to actively work towards promoting integrity.



Ajay Kumar Sahani
Chief Vigilance Officer

ARTICLES ON VIGILANCE AWARENESS WEEK

राष्ट्रीय विकास में सत्यनिष्ठा की भूमिका:



Gaurav Varshney, Deputy Manager (F&A)

सत्यनिष्ठा, एक ऐसा नैतिक मूल्य है जो किसी भी राष्ट्र की नींव को मजबूत करता है। यह न केवल व्यक्तिगत स्तर पर, बल्कि राष्ट्रीय स्तर पर भी प्रगति और विकास के लिए अनिवार्य है। जब सत्यनिष्ठा को जीवन के हर पहलू में अपनाया जाता है, तो यह राष्ट्र के हर क्षेत्रकृराजनीति, शिक्षा, व्यापार, न्याय व्यवस्था और सार्वजनिक सेवाकृको सकारात्मक दिशा में प्रेरित करता है।

सत्यनिष्ठा का महत्व

सत्यनिष्ठा का अर्थ है सच के प्रति अडिग रहना और नैतिकता के उच्चतम मानदंडों का पालन करना। सत्यनिष्ठा के बिना, विकास एक खोखला ढांचा साबित होता है, जो जल्द ही गिर सकता है। सत्यनिष्ठा से प्रेरित समाज में, व्यक्तिगत और सामूहिक निर्णय सही, न्यायपूर्ण और जिम्मेदारीपूर्ण होते हैं। यह विश्वास का निर्माण करती है और समाज में पारदर्शिता और निष्पक्षता की भावना को बढ़ावा देती है।

राजनीति और शासन में सत्यनिष्ठा

राजनीति और शासन में सत्यनिष्ठा की भूमिका अत्यंत महत्वपूर्ण होती है। एक ईमानदार और पारदर्शी सरकार ही राष्ट्र को सही दिशा में ले जा सकती है। जब नेता और सरकारी अधिकारी सत्यनिष्ठा का पालन करते हैं, तो वे जनहित में निर्णय लेते हैं, जिससे भ्रष्टाचार कम होता है और सरकारी योजनाएं सही मायने में जनता तक पहुंचती हैं। इससे जनता का शासन में विश्वास बढ़ता है, जो लोकतंत्र की नींव को मजबूत करता है और राष्ट्रीय विकास को गति देता है।

व्यापार और अर्थव्यवस्था में सत्यनिष्ठा

एक मजबूत और विकसित अर्थव्यवस्था की आधारशिला भी सत्यनिष्ठा पर टिकी होती है। जब व्यापारिक संस्थाएं और उद्योग नैतिकता और ईमानदारी से कार्य करते हैं, तो वे अपने ग्राहकों और सहयोगियों का विश्वास जीतते हैं। इससे व्यापारिक संबंध मजबूत होते हैं, निवेश में वृद्धि होती है, और आर्थिक गतिविधियों में तेजी आती है। भ्रष्टाचार और धोखाधड़ी से मुक्त आर्थिक व्यवस्था अधिक स्थिर और विकासशील होती है।

शिक्षा में सत्यनिष्ठा

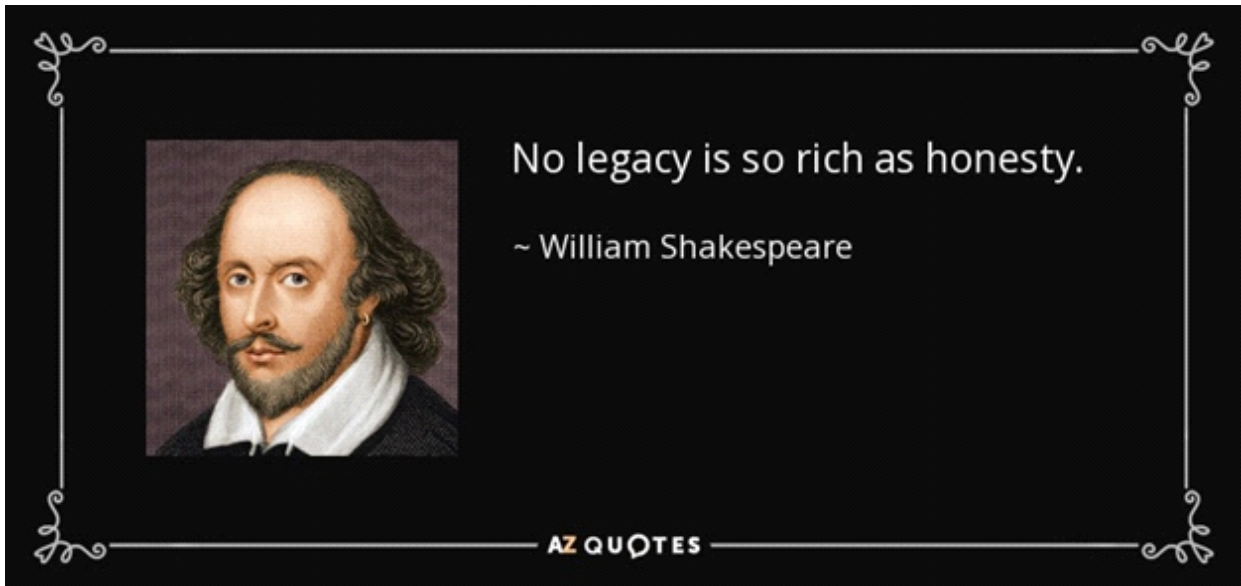
शिक्षा का उद्देश्य केवल जानकारी देना नहीं है, बल्कि नैतिक मूल्यों का भी विकास करना है। जब शिक्षा प्रणाली में सत्यनिष्ठा को प्राथमिकता दी जाती है, तो यह छात्रों में न केवल ज्ञान का संचार करती है, बल्कि उन्हें समाज का जिम्मेदार नागरिक भी बनाती है। ऐसे नागरिक जो ईमानदारी और नैतिकता के साथ समाज में योगदान करते हैं, राष्ट्रीय विकास के स्तंभ बनते हैं।

न्याय व्यवस्था में सत्यनिष्ठा

न्याय व्यवस्था का काम समाज में कानून और व्यवस्था बनाए रखना है, और सत्यनिष्ठा इसमें मुख्य भूमिका निभाती है। जब न्यायपालिका निष्पक्ष और ईमानदार होती है, तो समाज में कानून का पालन करने की प्रवृत्ति बढ़ती है। इससे अपराध कम होते हैं और न्याय का राज स्थापित होता है, जो सामाजिक स्थिरता और राष्ट्रीय विकास के लिए आवश्यक है।

निष्कर्ष

सत्यनिष्ठा केवल एक नैतिक मूल्य नहीं है, बल्कि यह राष्ट्रीय विकास का आधार है। यह हर क्षेत्रकृराजनीति, अर्थव्यवस्था, शिक्षा और न्याय दृ में आवश्यक है। सत्यनिष्ठा के बिना, विकास केवल सतही होगा, जो टिकाऊ नहीं हो सकता। इसलिए, यदि किसी राष्ट्र को दीर्घकालिक और स्थायी विकास प्राप्त करना है, तो उसे अपने नागरिकों, नेताओं और संस्थानों में सत्यनिष्ठा के मूल्य को बढ़ावा देना होगा।



Culture of Integrity for Nation's Prosperity: The importance of AI in tackling Corruption



Lalit Kumar Singh, Manager (Projects)

In a Supreme Court Judgment in December 2022 — *Neeraj Dutta v. State (Govt. of NCT of Delhi)* — *The Supreme Court of India, through its Constitution Bench, delivered a landmark judgment. This ruling significantly addressed the issue of corruption among public servants, notably reducing the evidentiary threshold required for conviction in corruption cases.* The verdict was met with approval from advocates of administrative integrity and proponents of stringent penalties for criminal conduct in public service.

Will this judgment alter the face of corruption? At the cost of being branded a cynic, I believe that corrupt public servants will find other means of covering up their misdeeds. This pessimism stems from the persistent willingness of some individuals to offer bribes, either proactively or in response to demands, creating a symbiotic relationship between the offender and the ostensible victim. This dynamic has, regrettably, become deeply ingrained in certain aspects of our societal framework.

It is important to recognize that political corruption leads to bad behaviour by state employees. Unfortunately, things have gotten worse in many states to the point where people can't get the services they are legally due to without paying illegally at different levels of the political or administrative hierarchy. The idea that job openings are commodities is becoming more common, and many applicants reluctantly give in to these requests because unemployment is so common.

This analysis shows how complicated corruption is as a social and political problem that goes beyond a single court decision. It says that broad, multifaceted approaches might be needed to make real changes in the honesty and efficiency of the public sector and the way services are provided.

India, a cradle of ancient wisdom and cultural richness, has long respected **integrity** as a cornerstone of societal values. From the profound teachings of the Vedas to the transformative principles championed by luminaries like Mahatma Gandhi, the ethos of honesty and moral righteousness has been deeply woven into the fabric of Indian civilization. At the heart of this ethical framework lies the concept of "**Dharma**," encompassing righteousness and moral duty, which has guided Indian thought and action for millennia.

There are many examples in ancient Indian literature to how important honesty is. For example, the **Bhagavad Gita** praises the virtue of doing one's tasks without caring about the results. This principle, when applied to government, supports selfless public service. In the same way,

Kautilya's Arthashastra has a lot of information about how to keep public service honest and avoid corruption.

However, contemporary India presents a stark paradox. Despite this rich heritage of ethical values, corruption has become an endemic issue, undermining national progress and eroding public trust in institutions. This Black Snake has permeated various sectors of society, from government offices to private enterprises, deeply impacting citizens' daily lives and impeding India's journey towards prosperity. *Transparency International* in its report ranked India 93 out of 180 countries on the corruption perceptions index for 2023 as its overall score remained largely unchanged. In 2023, India's overall score was 39 while in 2022, it was 40. India's rank in 2022 was 85.

For a long time, fighting corruption—a problem that affects countries all over the globe—seemed like an impossible task. But a new hope for tackling this long-standing issue has emerged with the rise of **artificial intelligence (AI)**. More open, responsible, and efficient systems with far fewer room for corruption can be built with the help of AI's data analysis, pattern recognition, and predictive modelling skills.

The capacity to efficiently and effectively evaluate massive volumes of data is one of AI's most powerful uses in the fight against corruption.

Algorithms trained on data from public documents, government contracts, and financial transactions can spot irregularities that could point to wrongdoing. With this capability, we can monitor in real-time and detect possible corruption early on, considerably faster and more accurately than humans can.

Public procurement processes and government operations can both benefit from AI's increased openness. All transactions and decision-making processes can be documented immutably and made publicly accessible through smart contracts that are enabled by blockchain technology and overseen by AI. Officials would know that their every move is being meticulously documented and monitored, which might serve as a strong disincentive to engage in corrupt behaviours.

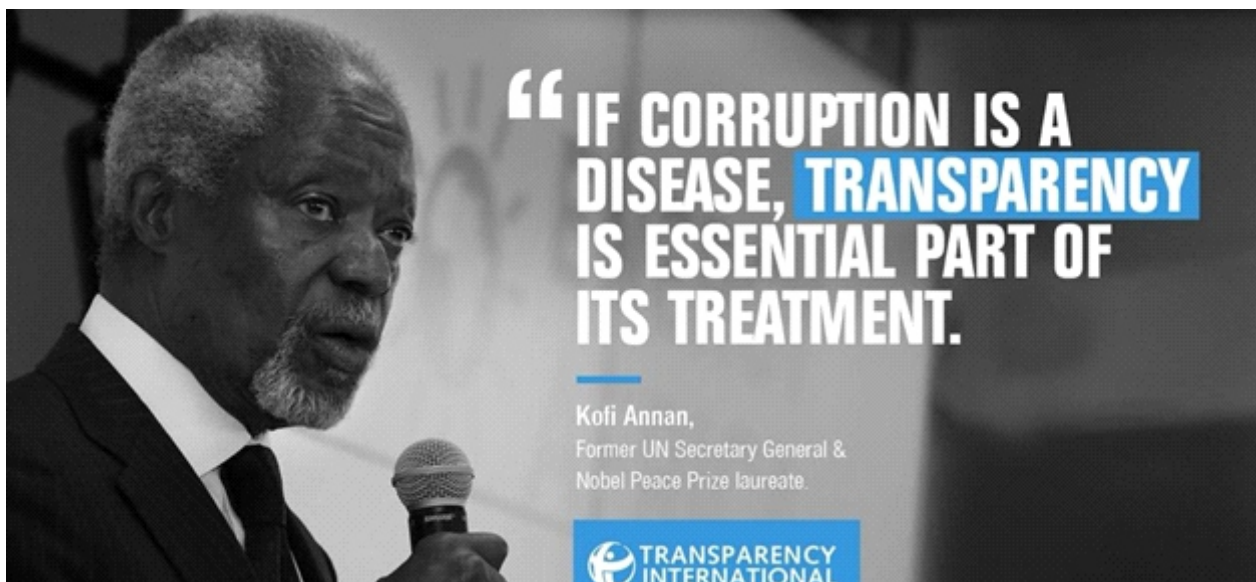
One of AI's most potent features, **predictive analytics**, can reveal potentially corrupt persons or locations. Preventative risk detection is possible with the use of AI systems that examine past data for patterns linked to dishonest activity. With this foresight, authorities can better distribute funds and target at-risk industries with preventative actions.

Simplifying administrative processes and decreasing human participation in corruption-prone sectors are two areas where AI may play a vital role. Bribery and favouritism can be eradicated through the implementation of automated systems for the issuance of licenses, permits, and other government services. Also, citizens may get information about government services easily through digital assistants and chatbots powered by AI, cutting out middlemen who could use their position for selfish benefit.

On the other hand, AI won't solve corruption overnight. Integrity of individuals implementing and supervising these systems, as well as high-quality data supplied into them, are crucial to AI's efficacy in fighting corruption. Ethical issues can arise, including worries about privacy invasion and the possibility of prejudice or manipulation in AI systems.

Finally, AI provides effective tools for rooting out corruption, but it should only be considered as one component of a holistic anti-corruption plan. Artificial intelligence (AI) has the potential to greatly aid in the development of societies that are less susceptible to corruption if paired with a strong determination from political leaders, solid legal frameworks, and engaged citizens.

Our vision for a future free of corruption that hinders social progress, and equitable development is fuelled by the ever-increasing potential of AI technology to revolutionize government and fight corruption. By harnessing the power of AI, India can move closer to uprooting corruption and building a more transparent and just society.





सत्यनिष्ठा की संस्कृति से राष्ट्र की समृद्धि

संगीता श्रीवास्तव, प्रमुख प्रबंधक (राजभाषा)

सत्यनिष्ठा के लिए भावना आवश्यक है परंतु केवल भावना ही पर्याप्त नहीं है। सत्यनिष्ठा व्यवहार का भी मामला है। केवल अच्छे उद्देश्यों से ही आधा कार्य हो जाता है। न केवल किसी के अच्छे कार्यों से उसके उद्देश्यों की गुणवत्ता सुस्पष्ट होती है, बल्कि किसी के अच्छे उद्देश्यों से उसके कार्यों की गुणवत्ता सुस्पष्ट होती है। ईमानदारी, नैतिकता और अखंडता सत्यनिष्ठा के गुण हैं। यह उस नैतिक आचरण को संदर्भित करता है जो मानवीय मूल्यों का सम्मान करता है और निष्पक्षता, जवाबदेही और खुलेपन की गारंटी देता है, जो सभी लोगों के बीच विश्वास को प्रेरित करते हैं और शासन प्रक्रिया में भागीदारी को प्रोत्साहित करते हैं।

ईमानदारी, सम्मान, निष्ठा, सत्यनिष्ठा का अर्थ है चरित्र या कार्य की सच्चाई। ईमानदारी का तात्पर्य किसी भी तरह से झूठ बोलने, चोरी करने या धोखा देने से इनकार करना है।

ईमानदारी में कार्यों और शब्दों में सत्यता शामिल है, जबकि सत्यनिष्ठा में समग्र नैतिक चरित्र और सिद्धांतों का पालन शामिल है। ईमानदारी सच्चाई से संबंधित है, जबकि सत्यनिष्ठा नैतिक सिद्धांतों और स्थिरता को समाहित करती है। मानकों के प्रति सक्रिय या उत्सुकतापूर्ण सम्मान से है।

नैतिकता में, ईमानदारी को किसी के कार्यों की ईमानदारी और सच्चाई या गंभीरता के रूप में माना जाता है। ईमानदारी पाखंड के विरोध में खड़ी हो सकती है। यह आंतरिक स्थिरता को एक गुण के रूप में मानता है, और सुझाव देता है कि जो लोग स्पष्ट रूप से परस्पर विरोधी मूल्य रखते हैं, उन्हें विसंगति के लिए जिम्मेदार होना चाहिए या उन मूल्यों को बदलना चाहिए।

संगठनात्मक स्तर पर सत्यनिष्ठा की निगरानी और रिपोर्टिंग। संगठन भर में ईमानदारी को बढ़ावा देना महत्वपूर्ण है। यह सुनिश्चित करना कि वरिष्ठ नेतृत्व टीम की बैठकों में ईमानदारी नियमित रूप से एजेंडा में शामिल हो। संगठन में चल रहे अन्य कार्यों के साथ सत्यनिष्ठा के मामलों में प्रगति की पहचान करना और उसका संरेखण सुनिश्चित करना।

ईमानदारी हमारे रोजमर्रा के जीवन को आकार देने में महत्वपूर्ण भूमिका निभाती है। यह नैतिक दिशा-निर्देश है जो हमें निर्णय लेने में मार्गदर्शन करता है, हमें सही काम करने के लिए प्रेरित करता है, तब भी जब कोई हमें देख नहीं रहा हो। ईमानदारी वाला व्यक्ति दूसरों के लिए एक अच्छा उदाहरण बनता है, जिससे विश्वास, सम्मान और प्रशंसा की भावना पैदा होती है।

सरकारी कर्मचारियों और एजेंसियों के लिए ईमानदारी बनाए रखना सिर्फ बेईमानी से बचने से कहीं ज्यादा जरूरी है। इसमें निष्पक्षता, जवाबदेही, ईमानदारी और पारदर्शिता जैसे सार्वजनिक क्षेत्र के मूल्यों को व्यवहार में लाना शामिल है, जिन्हें शासन में ईमानदारी के उद्देश्य या दार्शनिक आधार के रूप में भी जाना जाता है।

"Corruption: Systematic Disintegration and Injustice Faced by the Urban Poor"



Simran Kaur D/o-Joginder Kaur, M(Sectt.)/Vig

In a country of 144 crore people coming from multiple castes, religions, and states, what keeps us united are the cultural values. We, as Indians, learn early on in life that it is better to earn less but with integrity. If every parent has taught this value to their child early on, then why is it taking so long to erase corruption and build a prosperous nation through a culture of integrity? Is there a systematic loophole that we have missed?



Through generations, apart from sharing values, we have also shared the art of overlooking. We tend to follow the "**Ostrich strategy**," where we bury our heads in the sand, thinking there is no problem—ignoring something that sits right in front of us.

Cities once considered the epicenters of opportunities, have become havens of inequality, with millions living in unbearable conditions. According to recent estimates, nearly 30% of India's urban population lives below the poverty line. The slum population, in particular, has been steadily increasing over the years. Schemes related to housing, healthcare, food, and water are laid out in the budget and party manifestos, but they do not reach the doors of the deserving. Corruption has meant that the benefits of these schemes have failed to reach the intended beneficiaries.

As taxpayers, we pay for the development of the nation. We work day and night not only to feed our families but also for our companies to prosper, which in turn contributes to the nation's growth. We fight on social media for what is right and virtuous, and we vote for parties that seem to make a difference, but all of this is undone because of corrupt by middlemen.

For instance, in tier-1 cities, numerous slum redevelopment projects are launched but builders often collude with officials to manipulate housing project approvals. As a result, many slumdwellers are promised new housing but lose their homes without compensation or proper relocation. This forces them to relocate to even worse living conditions and means of earning.

Effect of the Disintegration between Beneficiaries and Scheme Distributors

Corruption **hinders economic growth** by misdirecting public resources, discouraging foreign investment, and fostering inefficiency. It prevents the equitable distribution of wealth and restricts the opportunities available to marginalized communities. When public funds are not used for their intended purposes, it weakens the nation's economy.

On a societal level, corruption **fosters injustice and inequality**. The urban poor, unable to afford bribes, are denied essential services, widening the gap between rich and poor. It creates a sense of hopelessness among the underprivileged, often pushing them toward crime as a means of survival.



The Path Forward: Building a Culture of Integrity

- We need to incorporate audits of success of those schemes. These audits should be conducted by individual government bodies to publish reports for the general public to learn about the dissemination of the schemes as well as beneficiaries of the scheme.
- Latest technologies should be implemented in governance, for instance, the use of AI chatbots for citizens to learn about various government initiatives, navigate success reports, whitepapers.
- Predictive AI and data driven analytics can help the government track the real time monitoring of resources and fund, preventing misallocation and discrepancies.
- Automated processes can minimize the role of middlemen, reducing opportunities for corrupt practices

The journey towards integrity may be challenging but essential for a better future. When integrity becomes a shared value, we will witness the prosperity that can genuinely uplift all citizens, leaving no one behind. This is not just a dream but a tangible reality we can create together.

“There are only two mistakes one can make along the road to truth; not going all the way, and not starting.”

- Buddha





Vigilance by Employees

Piyush Agarwal, Manager (F&A)

In the modern corporate environment, especially in listed government companies, vigilance by employees is not merely a desirable trait; it is an imperative. This becomes even more critical for a company like ours which is India's largest pure-play green financing NBFC, and hence apart from public & government funds, community trust and environmental sustainability are also at stake.

As a key player in the renewable energy sector and as a responsible financial institution where financial management, investment decisions, project evaluations, and corporate governance practices interact closely with long-term growth objectives, employee vigilance plays vital role in ensuring ethical standards, operational excellence, regulatory compliance, and corporate responsibility.

Vigilance in Listing Compliances

Given that IREDA is a Navratna enterprise of Government of India registered as a NBFC-IFC, equity shares and bonds of which are listed on NSE and BSE, there are robust set of guidelines and rules prescribed by Securities and Exchange Board of India (SEBI) and Reserve Bank of India (RBI) in addition to regulatory frameworks like the Companies Act 2013, Income Tax Act 1961, Central Goods and Services Tax Act 2017, MSME Act 2006 etc. apart from various Corporate Governance norms prescribed by Ministry of Corporate Affairs (MCA). The responsibility of vigilance in maintaining the above compliances primarily rests on employees across different levels. This includes timely and accurate reporting of financial statements, strict adherence to disclosure norms, and the prevention of insider trading.

Vigilance plays a key role in making sure that all statutory obligations are met, such as quarterly financial reporting, regular disclosures of material events, and adherence to the code of conduct prescribed for employees. Employees should keep their guard up while also maintaining transparency, protecting shareholders value, and avoiding penalties that may come in case of non-compliance.

Vigilance in Corporate Governance

In India, the listed government companies are consistently under the microscope of both the public and regulatory bodies with regards to corporate governance. Keeping focus helps employees guarantee adherence to governance principles which feature components of transparency, accountability, and careful decision-making. For corporate governance to succeed, it is important to keep shareholder, investor, and public confidence intact.

Employees should be vigilant in upholding the company's code of conduct, ensuring that the board of directors, auditors, and committees like audit committee, risk committee and other board level committees operate with full integrity and independence. Employees also need to be aware of governance frameworks like the Prevention of Corruption Act, Right to Information Act, POSH Act 2013, Whistleblower Protection Act 2014, The Prevention of Money Laundering Act 2002, which place additional obligations on them to act responsibly in the public interest.

A cautious workforce guarantees that the company's actions are in accordance with governments' policy and follow the best standards of corporate governance. Such alertness sustains investor confidence and meets all regulatory needs.

Vigilance for Auditing & Internal Controls

Audit function which incorporates both financial audits (such as Statutory Audits, CAG Supplementary Audit, RBI Inspections etc.) and operational audits (such as Internal audits, IFCS Audits, ISO Audits, IT Audits etc.), forms the foundation of company's internal control framework.

Internal control frameworks are critical for safeguarding organizational assets, ensuring the reliability of financial reporting, and enhancing operational efficiency. Employee vigilance is paramount in this context, as it empowers personnel at all levels to continuously monitor and evaluate control mechanisms. At every level, employees need to remain vigilant regarding these controls, promptly report any concerns, and cooperate with both internal and external auditors.

Vigilance for Work Ethics and Integrity

In any organization, ethics and integrity form the foundation of sustainable growth and corporate success. For a company like ours striving to be a leader in expansion & transitioning renewable energy towards affordability, scalability & establishing sustainability in the country, vigilance in work ethics is particularly significant. Employees are in a position of trust, making decisions that impact not just the company's profitability but also the larger goal of sustainable development, carbon neutrality, environmental conservation, clean energy adoption and GOIs target of achieving 500 GW of installed capacity by 2030.

Being vigilant about maintaining integrity means being alert to potential ethical breaches, such as conflicts of interest, favoritism, or bribery. In project financing, where significant investment choices might be affected by outside pressures, this is of great importance.

Conclusion

Vigilance by employees is fundamental to the company's success, growth and sustainability. A commitment to adherence to listing regulations, protecting UPSI, preserving the top standards of work ethics, integrity & corporate governance, and cooperating with the auditors brings together all components of corporate responsibility, with vigilance being the binding force throughout. By prioritizing vigilance, we not only mitigate risks but also enhance our competitive edge in a rapidly evolving market.

In a sector like renewable energy, that is pivotal to India's future growth and development, employees must remain committed to upholding transparency, accountability, and ethical conduct, thereby contributing to both the company's and the nation's long-term progress.



Honesty & Transparency in office

Rizwan Athar, Deputy Manager (Sectt.)

Every year Vigilance Awareness Week is celebrated in IREDA. It teaches and motivates all employees to be truthful, vigilant and honest. If an employee is vigilant and careful in performing his/her duties, the service of that employee becomes easy, without stress and successful and he retires with good record and dignity.

This year the theme of Vigilance Awareness Week is “Culture of Integrity for Nation's Prosperity”. In this article, I am writing about two important aspects of Vigilance viz. Honesty and Transparency.

Honesty:

The prime quality of every official should be honesty. For example, the date of births of self and family members, dependents details, property details etc. should be recorded correctly and there should be no wrong information submitted in office or elsewhere. If an official is honest, he will perform his duties to the utmost satisfaction of superiors, and it will lead to fruitful results for an organization. This is called true honesty.

The expectation of honesty at work means you have to be clear and open with every employee and official. It demonstrates trust and creates an environment of transparency everywhere. It is, in-fact, a vital element of the organization.

Honesty definition in the office culture is speaking and acting truthfully, is more than not lying, deceiving, stealing, or cheating. Honesty in employees is a good sign of obedience. It entails showing respect towards others and having integrity and self-awareness.

Tips to demonstrate integrity and honesty at work

- Respect your colleagues and departmental officials
- Be prepared for challenging works and shouldering responsibilities.
- Navigate deadlines and timelines set forth by your boss.
- Navigate conflicts arising during work.
- Report unethical behaviour to your superiors and higher authorities.
- Remain transparent everywhere.
- Celebrate accomplishments and achievements

To overcome these challenges, organizations need to implement following strategies that promote and reinforce honest behaviour of its employees:

1. **Clear Policies and Procedures:** Establishing and communicating clearly defined policies regarding honesty and ethics. Regular training and reinforcement of these policies are essential to ensure that employees understand and adhere to them.
2. **Leadership Commitment:** Leaders play a crucial role in setting the tone for honesty. Their commitment to ethical behaviour and transparency must be evident in their actions and decisions. Leaders should play a model role for fulfilment of honesty, address unethical behaviour promptly, and create an environment where employees feel safe to speak up boldly.
3. **Encouraging Open Communication:** Creating channels for open communication allows employees to express concerns and provide their feedback without fear of retribution.
4. **Recognizing and Rewarding Honesty:** Acknowledging and rewarding honest behaviour reinforces its importance and encourages others to follow suit. Recognition programs and incentives can help cultivate a culture where honesty is valued and celebrated. Small parties and celebrations among employees who achieve targets may be arranged in organisations which boosts the morale of employees.

Honesty is a fundamental pillar of a successful and sustainable workplace. It builds trust, enhances morale, boosts productivity, and shapes a positive organizational culture. While challenges to maintaining honesty exist, implementing strategies that promote transparency, and ethical behaviour can help overcome these obstacles. Therefore, fostering an environment of honesty not only contributes to individual and organizational success but also upholds the integrity and reputation of an organization.

Transparency:

Transparency in office means keeping your employees in the loop, sharing the good news and the bad news i.e. staff welfare schemes and office memoranda; and welcoming honest feedback from the employees from time to time. Establishing transparency in office or workplace is key to creating a positive company culture and solidifying employee loyalty and engagement.

Transparent behaviours of employees and staff include being open to feedback, communicating clearly and honestly, and defaulting to sharing information. To foster these behaviours, HR Managers should ensure a safe and trusting environment where employees feel comfortable expressing their ideas and opinions.

Merits of Transparency in the office

- Improves employee morale.
- Builds trust and improves workplace culture.
- Drives employee engagement and advocacy.
- Enhances innovation and knowledge sharing.
- Promotes accountability.
- Ensures better business performance.
- Enhances team and cross-functional collaboration

The Benefits of Transparency in office environment:

1) It improves Decision-Making

Transparency in decision-making processes leads to more informed and effective results. This openness can lead to more constructive feedback, diverse perspectives, and better decision-making.

2) Builds Trust

Trust is the foundation of any successful workplace. Trust built on transparency encourages open communication and collaboration, which can lead to more innovative and effective problem-solving.

3) Enhances employee engagement

When employees are aware of the company's objectives and how their work contributes to achieving them, they are more likely to be engaged and motivated. Transparency about organizational goals, performance metrics, and individual contributions helps employees see the bigger picture and understand their impact. Engaged employees are more committed, productive, and willing to go the extra mile which lead to overall good performance.

Challenges of Transparency in office environment:

- **Confidentiality Concerns**

Certain aspects of business operations, such as proprietary information, strategic plans, or personal employee data, require confidentiality. Striking a balance between transparency and confidentiality is crucial. Organizations must navigate these boundaries carefully to avoid exposing sensitive information while maintaining openness about what is appropriate to share.

- **Information Overload**

One challenge of transparency is the potential for information overload. Sharing too much information or not providing context can overwhelm employees and dilute the impact of key messages. It is important for organizations to balance transparency with relevance, ensuring that the information shared is both meaningful and manageable.

Strategies and techniques of adopting Transparency:

- **Training and Development**

Training programs focused on transparency can help employees understand its importance and develop the skills needed to practice it effectively. Workshops, seminars, ethical behaviour, and decision-making can support the development of a transparent organizational culture.

- **Clear Communication Channels**

Establishing clear and effective communication channels is essential for transparency. Regular updates through meetings, newsletters, or digital platforms can keep employees informed about organizational developments, goals, and performance. Encouraging open dialogue and feedback helps ensure that communication is two-way and that employees have opportunities to voice their opinions and concerns.

- **Inclusive Decision-Making**

Involving employees in decision-making processes can enhance transparency and foster a sense of ownership. This inclusiveness can be achieved through participatory meetings, surveys, or advisory committees. By seeking input from a diverse range of employees, organizations can make more informed decisions and demonstrate a commitment to transparency.

- **Leadership Example**

Leaders play a critical role in adopting transparency. When leaders demonstrate openness and honesty in their interactions, it sets a standard for the rest of the organization.

At the last it is concluded that Honesty and Transparency both are important tools that can drive trust, engagement, and accountability within the workplace. While it presents certain challenges, the benefits of a transparent organizational culture; such as; improved decision-making, enhanced employee morale, and increased trust. By implementing transparency, organizations can create a more open, collaborative, and successful work environment around themselves.



Nations' Prosperity: A Holistic Approach

Anushka Kumari, Deputy Manager (F&A)

Nations' prosperity is an advanced and complex idea that goes beyond mere economic growth to include social welfare and sustainability of the environment within one factual and particular country. Prosperity is not simply the income earned in a country but the fair availability of resources and opportunities to all citizens of the country as well. True prosperity is a very complex task which demands a systematic response for the different sectors as well as the population above all.

Economic Growth: The Foundation of Prosperity

Prosperity starts with a healthy and growing economy. Current beacons of economic growth, GDP especially see how inept it is of describing the quality of life enjoyed by its citizens. A healthy country invests in many things in multiple sectors, or equally (if we are not seduced to adopting a new national slogan) in all of our industries and creates an atmosphere where invention can flourish. The improvement of the business environment and the art is to support SMEs: employment, productivity, economic activity. In addition, infrastructure investments — in transport networks and communications — help to connect markets and support trade that additionally drives growth.

Social Well-Being: Ensuring Inclusive Progress

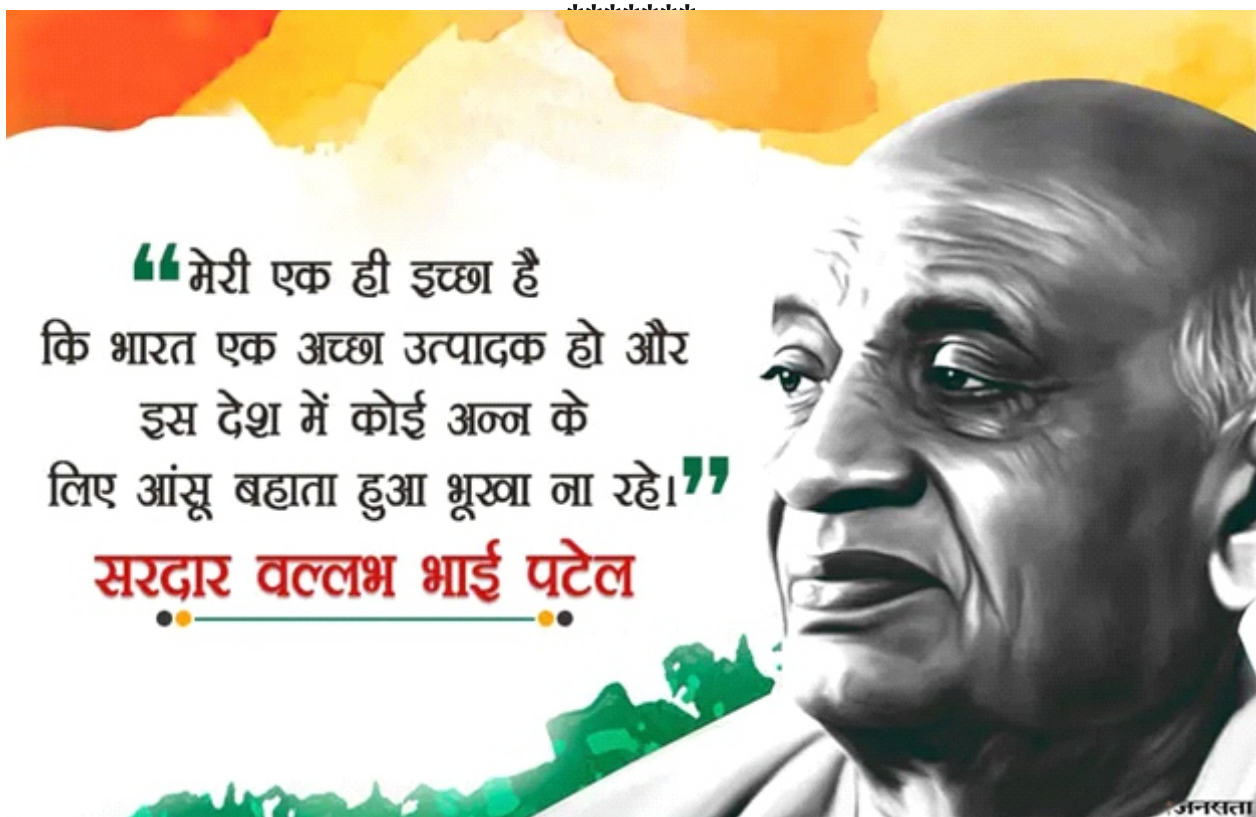
Just as significant is the prosperity of a social nature. A nation that thrives cares for the education as well as health of its people making good quality services available to all citizens. To a certain extent, this is true; who can argue with the idea that education provides individuals with the skills and knowledge they need to succeed in the economy, or that a healthier population leads to increased productivity? It is also important for social inclusion as well as respect for equality to grow solidarity and cohesion in society. Fighting economic inequalities leads to stability within the nation and fosters a happy society that truly believes everyone has an equal footing in life.

Environmental Sustainability: The Path to Lasting Prosperity

Environmental sustainability is also essential for the prosperity of a nation. Countries need to work towards sustainable resource use and the restoration and conservation of ecological balance with climate change impacts beginning to rear their heads. We must invest in renewable energy, conservation and sustainable agriculture to ensure our long-term well-being. The environment as it supports economic activities, quality of life and the ability to support current and future generations in a sustainable way.

Conclusion: A Comprehensive Vision for the Future

Ultimately, the well-being of countries is an overall objective for which a mix of economic, social and environmental steps are needed. This enabled to develop a sustainable and powerful economy which values education, health care and social inclusion as well shared well being among the people, without missing out environment sustainability. In the end, prosperity must be more than just about money but also ensuring that everyone is healthy and productive so that a good life can be enjoyed by all going into the future.





How to combat corruption?

Sarabjit Kaur, Manager (HR)

Corruption prevails in our society but individual as well as collective efforts are required to combat it. But why do we need to do it? It is because corruption affects everyone, especially minority and vulnerable populations. It is the biggest obstacle to economic and social development.

Another question arises-where to focus? India has youngest population as compared to the whole world with 66% of our population being below the age of 35 years. So, our youth has the potential and ability to oppose this demon to eradicate it completely from our society.

Our country has one more advantage: use of technology. As quoted by Ms. Nirmala Sitharaman, India is set to become totally tech savvy nation by 2047. We should leverage technology for increased transparency by extensive use of mobile applications, crowdsourcing platforms and various transparency portals.

Corruption is not only about bribes. It is important to understand different aspects of corruption to develop smart solutions. All the stakeholders i.e. Government bodies to citizens have to make collective efforts to fight against the demon.

Change is inevitable but at the same time, we should make best use of tested traditions and legacies. Old is gold after all.

Some of the possible solutions in this modern era are now being explained:

- Adopting integrity standards is a must for Indian entities to compete globally.
- Punishing corruption is vital component of any effective anti-corruption efforts. Punitive vigilance is a part of this.
- Power to the people: creating pathways to facilitate all citizens to be engaged and able to participate in national issues.

Most importantly, any good strategy needs to be continually monitored and evaluated. All above solutions to be reviewed periodically to ensure efficiency.

In our country, lot of transparency initiatives like RTI, e-services and accessibility portals have surely increased the trust of citizens in government machinery.

***“The biggest disease is Corruption,
The vaccine is Transparency!”***

**Poems, Drawings and depictions on Honesty, Integrity and Transpaency
by IREDA officials and their children/ family members**

HONESTY SHINES



Baby Shanaya Madan D/o Ekta Madan, Company Secretary

In a world filled with shadows, let's the truth be our guide

A beacon of light, where honesty resides!

With every shared moment, our hearts Intertwined

Building a strong foundation and divine!

In opening conversation

we bridge every gap, fostering trust in the honest map

When faced with the temptation, to bend or conceal

Let's courage to speak, be our steadfast Steel!

In the embrace of truth, we find our way

A tapestry woven with trust every day

In the bonds of sincerity, our spirits will soar

Honesty is a promise that opens every door!



सांस्कृतिक अखंडता से राष्ट्र की समृद्धि

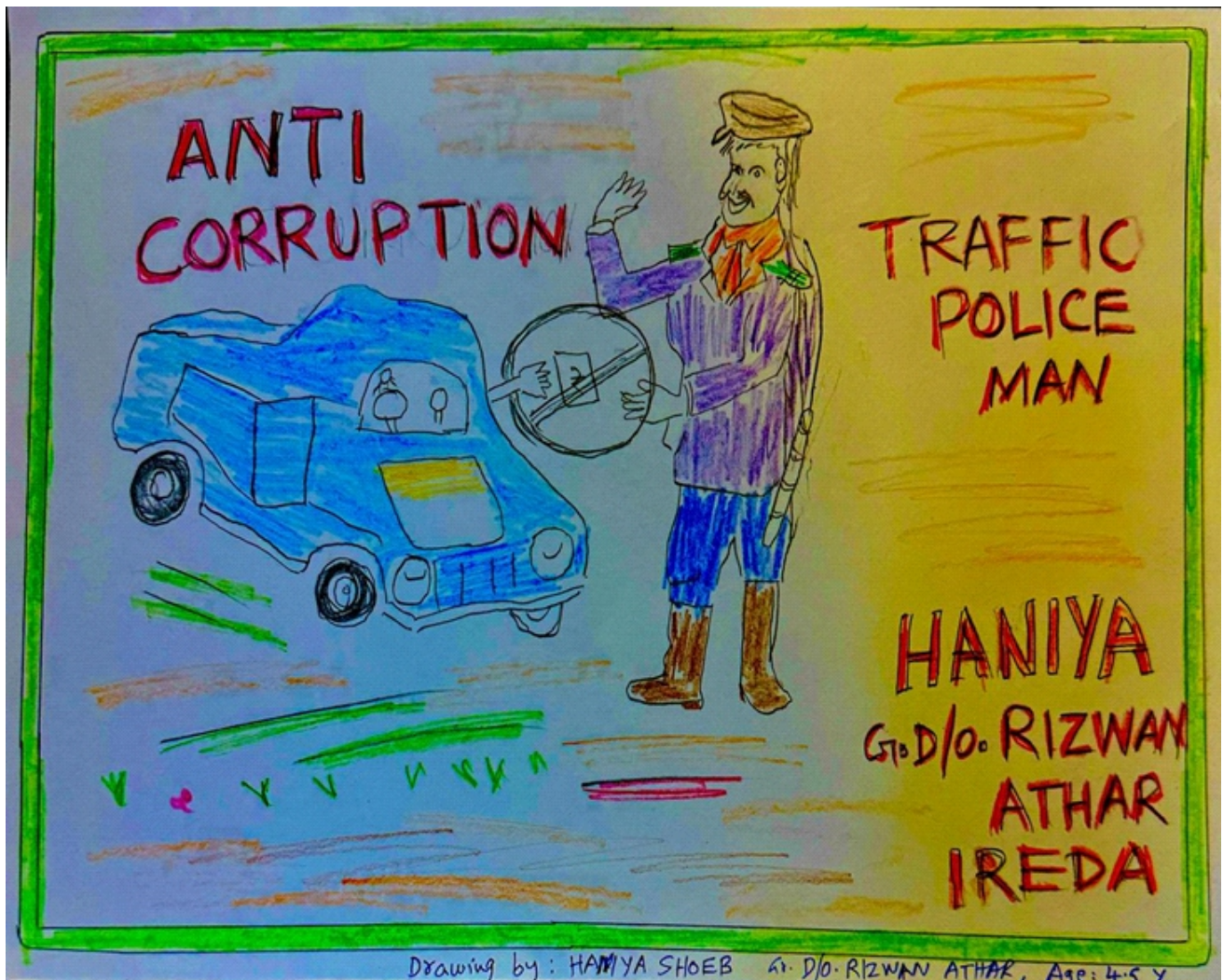
Gunjan Mahani, DM (F&A)



Stop Corruption



Baby Haniya Shoeb, Grand D/o Rizwan Athar, Dy. Manager (Sectt.)





Lets work together for a Corruption Free India

Madhavi D/o Hajarilal, Protocol Officer



Corruption is the disease; Honesty is its medicine:



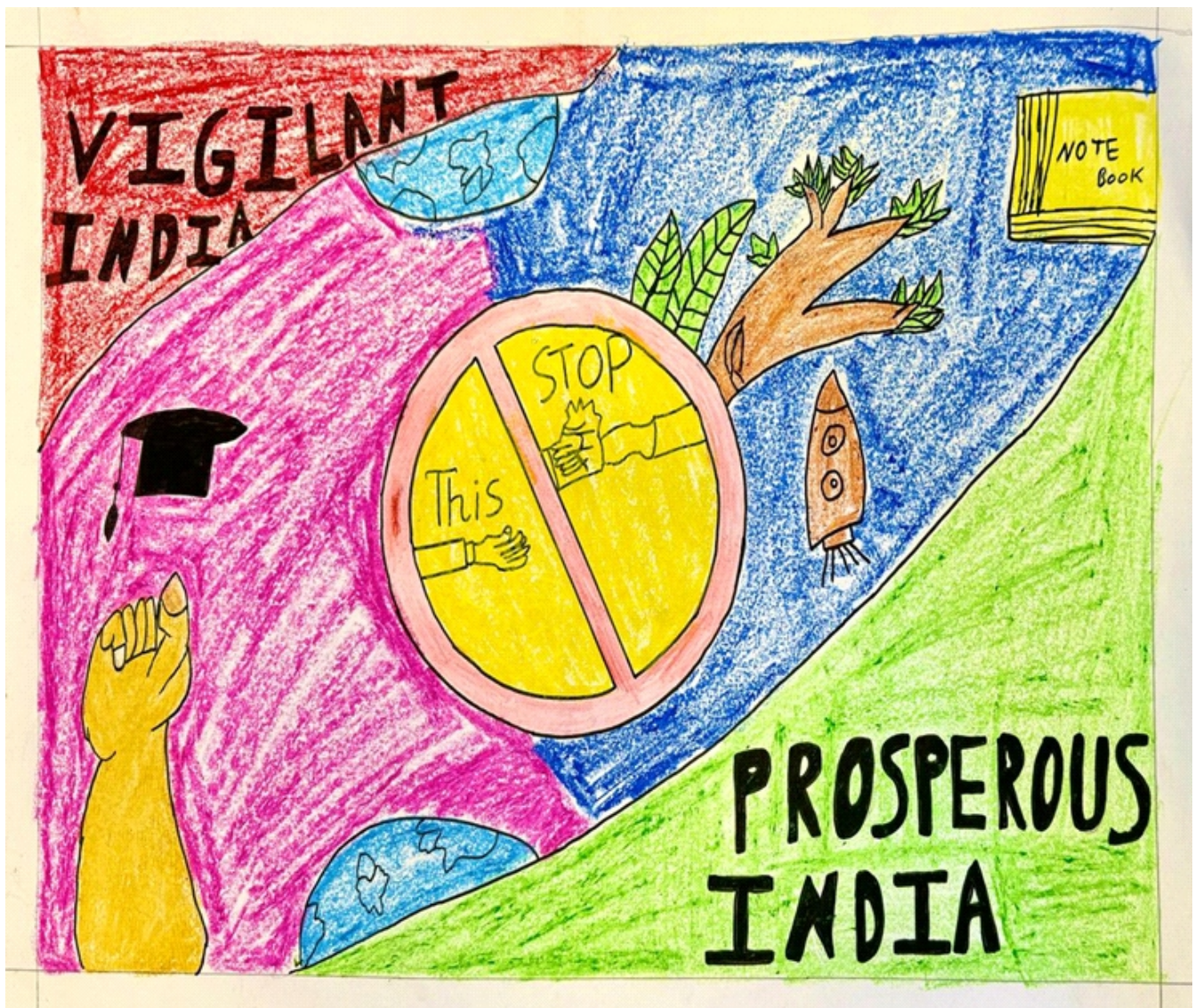
Navya Khanna D/o Dimple Khanna, Manager(F&A)





Vigilant India: Prosperous India

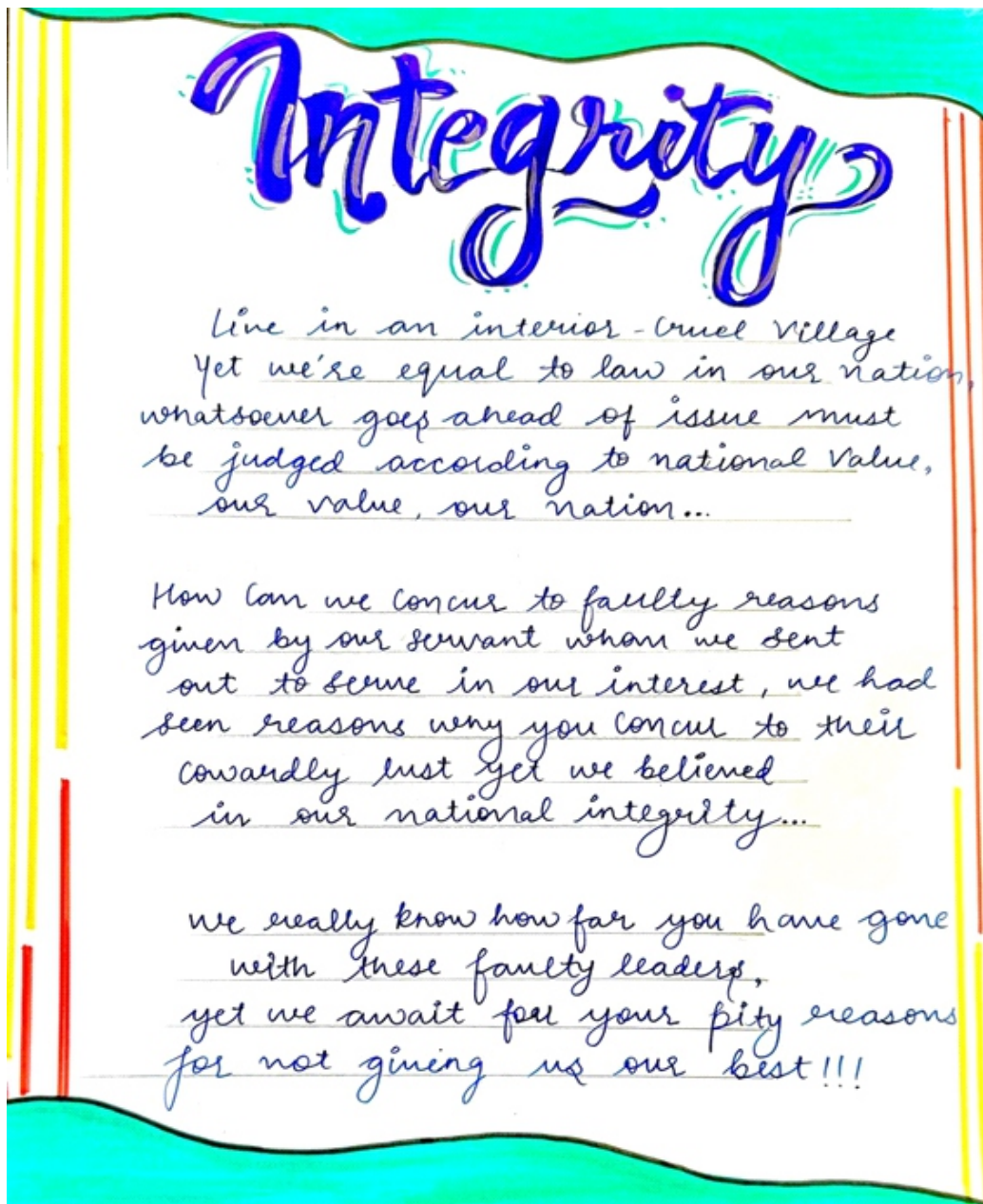
Rohan Kumar Jeenwal S/o Hajarilal, Protocol Officer



Integrity



Hajarilal, Protocol Officer





Kiaansh Madan S/o Ekta Madan, Company Secretary



**Drawing & Essay Competitions held at Kendriya Vidyalaya,
Minambakkam, Chennai as part of VAW-2024**



Vigilance: Let's start from the basics *(From CVO's Desk)*

What is corruption?

Definition: Corruption refers to acts in which the power of Public Office is used for Personal Gain in a manner that contravenes the Rules of the Game.

Why Vigilance?

The demon of corruption dates back to times immemorial. As early as the 4th Century BC, Kautilya referred to as many as 40 ways of committing embezzlement of the treasury in his treatise, "Arthashastra". Kautilya also wrote that: "the officers are like fish in water, no one can tell that when fish drank water or how many water fish drank or whether it drank or not". Over the centuries, the world has faced corrupt practices in different forms in almost all walks of life. The challenge before us today is to create an environment in which integrity and honesty prevail and corruption is punished promptly. The hallmark of good governance is having a clean and transparent administration and, therefore, vigilance administration in any organisation forms an integral part of management. The main function of the Vigilance Department is to undertake preventive vigilance and anti-corruption measures as also investigate complaints /allegations having vigilance angle (as defined by the Central Vigilance Commission).

Where Vigilance?

Vigilance is essential everywhere. However, a focused attention is required where:

- Officials have High and Frequent Discretions.
- There is scope for Jumping the Queue.
- Rules/ procedures are Complex and / or vague.
- Accountability is low.
- There is delay in decision making.
- Opportunities to Negotiate exist.
- System of checks and balances are non-existent.

Prevention of Corruption

(1) Role of Vigilance-

❖ Preventive Vigilance:

Following are the tools of Preventive Vigilance:

- Create open and Transparent processes.
- Rules of the Game should be declared beforehand and must not be changed. e.g., Sanction and disbursements, ROI, Tenders, Selections.
- Simplify the rules and documents such as Operational guidelines, Procurement guidelines etc.
- Maintain Checklists before recommending/ forwarding any disbursal.
- Early decision making. Deliberate delay smells of corruption.
- Create Competition.
- Internal Complaint portals – Should be Efficient and responsive.
- Training and awareness of officials on Manuals/ Rules and procedures.
- Public Awareness.

- Identify grey areas having no clear-cut guideline where discretionary powers could be misused.
- System Improvements.
- Rotational transfers from sensitive posts and periodic transfers.
- Strict vigil on employees under Agreed List / Secret List/ ODI.
- Effective and transparent use of RTI Act.
- E-office and e-filing system.
- Technology & Digitalization to automate processes to reduce human interface a improve efficiency and service delivery.
- Discretion- Decisions should be based on spirit of the rules & ultimately, ethical conduct.
- Detailed speaking order is must.

❖ **Punitive Vigilance:**

Following are the tools of Punitive Vigilance:

- Preventive Check based on “Source information”
- Scrutiny of files and inspection reports from project sites.
- Complaint Investigation.
- Decoy Checks.
- Advising appropriate D&AR action (In consultation with DA, HODs & CVC when needed)
- based on presence of Vigilance Angle in a case.
- Actual punitive power is with Disciplinary Authority.
- Deviations are intimated.
- Sometimes Administrative action is also advised.

(2) Role of Executive-

Essentially, every officer and staff are himself/herself a vigilance officer and needs to ensure probity in the work being done by him/her and the people who work with him/her. Systems and procedures should be setup which encourage integrity and transparency on one hand and come down heavily on corrupt practices on the other.

Para 1.1.6(a) of CVC Manual 2021 states that: It is the duty of every officer holding a Supervisory post in any organisation to take all possible steps to ensure the integrity and devotion to duty of all officials for the time being under his control and authority.

Further para 1.1.6(b) states that the supervisory officer should ensure that officers for the time being under his control maintain absolute integrity. A column has been introduced in the proforma for Annual Performance Appraisal Report (APAR) of officials in which the supervisory officer reports on the integrity of the officer reported upon. If any suspicion arises upon the integrity of officials under his control, further action is taken as per guidelines issued in this regard by DoPT vide OM No. 51/5/72-Estt. ‘A’ dated 20.05.1972.

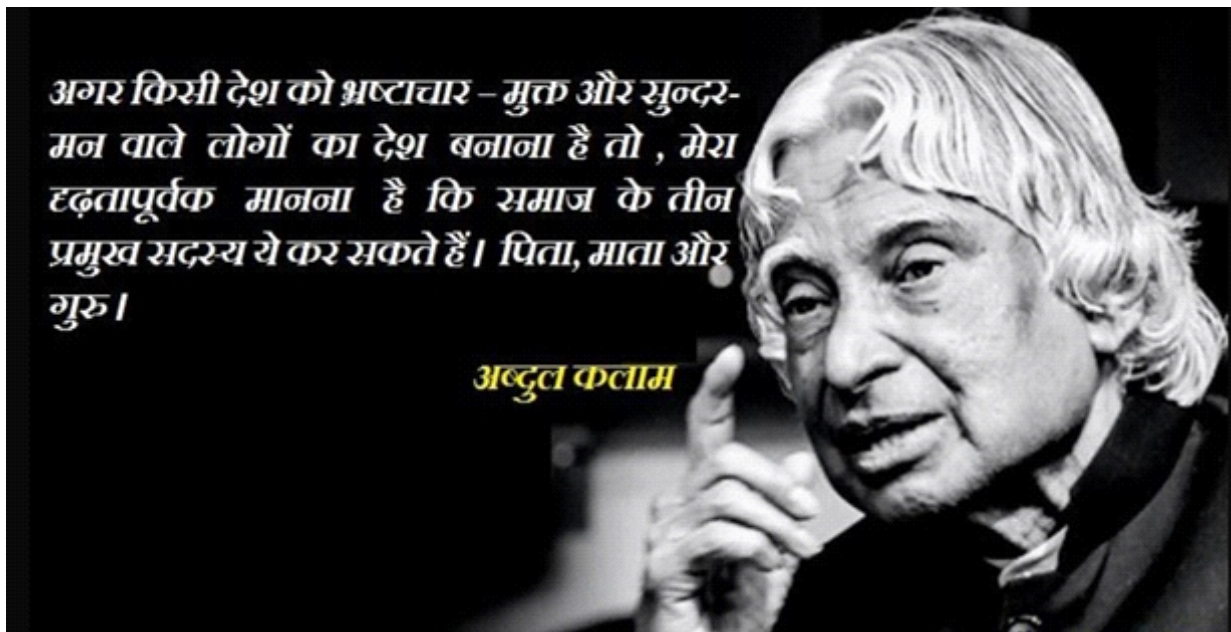
It should also be kept in mind that to detect corruption and bring the corrupt public servant to justice takes a lot of time and effort. Anti-corruption agencies simply do not have the resources vis-à-vis the number of potential cases.

Thus, the role of Executives, especially in Preventive Vigilance is Vital.

Where do we stand

As per the 2023 report by Transparency International, India slipped from 85th rank in 2022 to 93rd rank in 2023 amongst 180 countries in Corruption Perception Index (CPI). Although the global average score of CPI remained unchanged at 43, our score deteriorated from 40 to 39. Further, as per report by United Nations Development Programme (UNDP), India ranked 134th amongst 193 countries in Human Development Index (HDI). We rank 126th as per world happiness report. It is evident that:

- Human Development has inverse relation with the perceived level of corruption in the society, i.e. Lesser the corruption, higher is the Human Development.
- Lesser the corruption in the society, higher will be the Overall Standard of living.
- Lesser the corruption in the society, higher will be the Happiness index.
- We should strive for greater goal and achievement of the Nations prosperity instead of short-term personal gains.
- Healthy life, Education and Standard of living are more important for development of Nation.



System Improvements suggested

System Improvement on Updating of Manuals/ Guidelines:

(Ref Letter No.1194/3/Vig. /51/IREDA/2022 dated 16.08.2024)

- (1) Issue Standard framework of Operational Guidelines, Financing Norms and Scheme, Credit Appraisal Manual, Legal Manual, Procurement Manual, HR Manual etc. at a reasonable frequency (Say once per 2 to 5 year) and bring about amendment (if any) of the respective para approved by the competent authority by way of issuance of “Modification Advise” in respect of those paras. This will save manpower and time, induce transparency and assist in appreciating the changes in a better way.
- (2) The relevant provisions of all the Procurement Manuals/ Guidelines should align with the updated manual of DOE dated 01.07.2022 as advised by CVC vide its Circular No. 16/09/23 dated 06.10.2023. While processing any proposal, relevant provisions of the Guidelines/ Manuals should be clearly brought out by the concerned official before the competent authority.

System improvement on IREDA Recruitment:

(Ref: No.:1194/Vig. /51/IREDA/2022 (Vol.V) dated 30.09.2023)

During a course of preventive check in the matter of direct recruitment in IREDA, it was suggested that: -

- (1) A time frame for Recruitment process may be framed.
- (2) Detailed procedure may be laid down in the recruitment rules of ETs through Campus Interview in IREDA Recruitment policy.
- (3) Recruitment of ETS with required eligibility criteria should be published in IREDA Website also, if found necessary.
- (4) All reputed technical / Financial Institutes (IITs, IIMs, RECs etc.) may be shortlisted with the approval of competent authority and may be approached to have shortlisting of students of equal caliber.

System improvement on IREDA Performance Appraisal mechanism:

(Ref: HR Circular215/25/HR/90/IREDA dated 18.12.2023)

During a course of preventive check, it was observed that the APAR of employees are not displayed timely. In some cases, it was found that APAR is not disclosed at all. Hence, it was advised to devise a suitable mechanism to ensure disclosure of PAR and disposal of the Representation, if any, received from the officer reported upon in prescribed time limit. Same have been implemented and provision for same have been incorporated in the latest HR manual dated 22.08.2024.

System Improvement on Processing of disbursement commensurate to the progress of project: (Ref: Minutes dated 20.08.2024)

It was advised to ensure that the commensurate work is completed prior to disbursement. Files put up to GM/ Group head if is not in line with the stipulations of Sanction letter/ Manual/ Guidelines should be returned to concerned official for compliance in line with stipulations of Sanction letter/ Manuals/ Guidelines. Feasibility of release of fund directly to the supplier in cases where the progress of work is dependent on receipt of supplies from third party could be explored so as to put a check on borrowers prone to default/ wilful defaulters.

System Improvement on Consultant selection/extension:
(Ref: Minutes dated 20.08.2024)

It was advised to conduct all Selections and recruitments as per provisions of HR manual or the provisions agreed in the Loan agreement wherever applicable. Proposal of Selections, Fresh recruitments, other recruitments/ appointments, extensions etc. should in no case be processed without quoting the relevant provisions of HR manual and/ or DoPT guidelines (wherever applicable). provisions of HR manual should be made self-contained leaving no scope for discretions/ misinterpretation. Such practices will reduce promotion/ recruitment related complaints as received from time to time and induce transparency in the system.

System Improvement on Integrated Inspection Module:
(Ref: Minutes dated 20.08.2024)

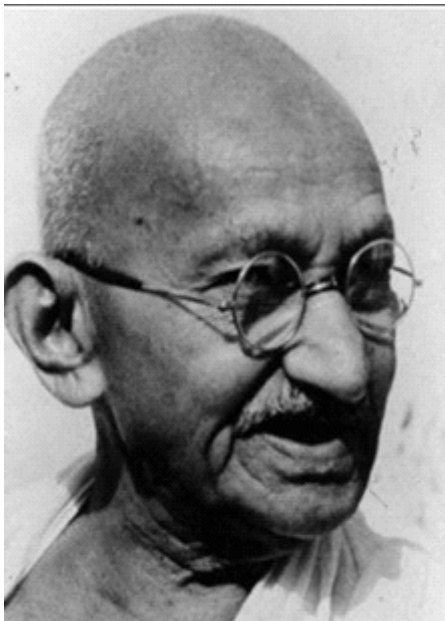
It was advised to devise a drop-down menu to reflect Sector specific standard proformas for different sectors, since same proforma cannot be used for all sectors. Further, there should be functionality to add specific points/ comments by the inspecting official on need basis in addition to the standard proforma. Functionality may also be provided to add specific parameter/ point by inspecting official in cases of new and emerging sectors. It was advised to implement the Integrated Inspection Module on priority basis to maintain transparency and create a system for future inspection.

System improvement on following Board advise prior to disbursement of Loans:
(Ref: No.1212/IREDA/Vig. /Prev.Chk/2024)

- (1) Follow the provisions and stipulations of the Operational Guidelines as also other Manuals/ Guidelines of IREDA in true spirit and in the interest of IREDA. While processing any proposal, relevant provisions of the Guidelines/ Manuals should be clearly brought out before the competent authority.
- (2) Follow the guidelines stipulated under Rule 21 of Department of Expenditure General Financial Rules 2017 on Standards (Canons) of financial propriety in true spirit and in the interest of IREDA.
- (3) Due importance by the concerned department should be given for monitoring and

thrusting the progress of the projects. Detailed Progress Report and Action Plan of the project should be put up before the competent authority on a regular time interval (as may be deemed appropriate by the concerned GM's/ AGM's/ Group Head) and the disbursement done should be commensurate to the progress of work.

- (4) Extremely sensitive duties such as, Processing of loans, Appraisals of Projects, Tenders and Contracts, Recruitment & selection processes etc. should be immediately removed from the duty list of officials applying for premature retirement or resignation from service.



Justice does not help those who
slumber but helps only those who
are vigilant.

— Mahatma Gandhi —

Dos and DON'Ts in Procurement of Consultancy Services

Dos:

- Procurement of consultancy services should only be need based.
- Open competitive bidding should be the default mode for procurement of consultancy services.
- Other modes of procurement should only be used with adequate justification.
- Panel of consultants for limited tender enquiry should be updated regularly.
- Preferably, panel of consultancy services on nomination basis should only be done in exceptional circumstances.
- Eligibility criteria for bidders should be fixed before inviting tenders.
- Eligibility criteria for bidders should be upfront provided in the tender document.
- Eligibility criteria for bidders should be objective and unambiguous.
- Eligibility criteria for bidders should be commensurate with the size, complexity and importance of the impugned procurement.
- To the extent possible, criteria for evaluation of technical offers of the bidders in QCBS method of procurement should be objective.
- Recommendations of the consultants should be accepted only after due scrutiny.
- Payment to the consultants should be commensurate with the output as per prescribed milestones.
- Provision of professional liability insurance should be made in cases of high downstream impact.
- Amount covered under the professional liability insurance should be commensurate with the assessment of risk.
- Consultant(s) or their affiliates associated with a procurement case should not be allowed to participate in subsequent tenders for works/ goods.
- Consultant(s) or their affiliates should not be allowed to participate in subsequent tenders for consultancy services, which may have conflict of interest.
- It should be mentioned in the tender document that the recommendations of the consultant should confirm to the relevant laws/norms.
- In the tender documents, special mention should be made for the consultants to cooperate in a legitimately instituted inquiry.
- Services available on GeM should be procured through GeM.

DON'Ts:

- Eligibility criteria for bidders should neither be too stringent nor too lax.
- Eligibility criteria for bidders should not be vague.
- Eligibility criteria should not be relaxed after opening of the bids.
- Old panel should not be used for limited tender enquiry.
- Consultancy services should not be procured without proper approval.
- Consultant should not be allowed to make unnecessary modifications in the approved scheme.
- Except for special circumstances, manual tendering should not be done.

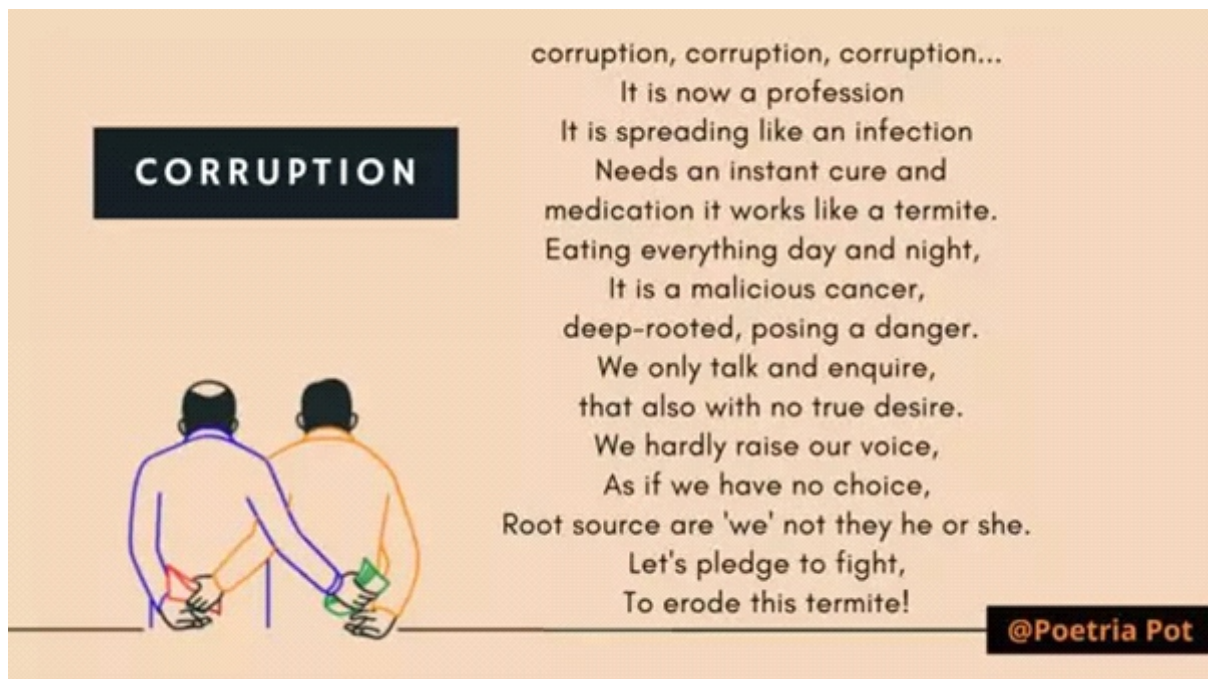
Dos and DON'Ts in Tendering

Dos:

- Tender document should be approved by the competent authority.
- Tender document should be based on standard bidding documents.
- Provisions in the tender document should be unambiguous.
- Tender document should have provision to deal with the ambiguities.
- Order of precedence should be provided for various provisions.
- As far as possible, specifications for goods should be generic.
- Reference to the codes/ quality standards should be unambiguous.
- There should be consistency between specifications and drawings.
- Scope of work should be clearly defined in the tenders under EPC mode.
- Necessary details available with the organization should be upfront provided in the tender document.
- Provision of Integrity Pact should be provided in the tender document as per extant guidelines.
- Inconsistent or contradictory information should be avoided in tender document.
- Appropriate provision for dispute redressal should be provided in the tender document.
- Format for bank guarantees to be furnished by the bidders should be provided in the tender document.
- Format of joint venture agreement should be provided in the tender document.
- Timelines for release of payment against running account bills as well as final bill should be provided in the tender document.
- Adequate provision related to MSEs and preference to Make in India should be made in the tender document.
- Open competitive bidding should be default mode of tendering.
- Tender should be invited through e-tendering mode, except in special cases.
- E-tendering platform should be STQC certified.
- Tenders should be mandatorily published on organizations website.
- Audit trail of the e-tendering process should be maintained.
- Bids should be evaluated strictly as per the prescribed eligibility.
- Bidders should be given reasonable opportunity to furnish clarification on the documents submitted along with the bid.
- Reasonableness of the price quoted by the successful bidder should be established before award of the contract.
- Members of the tender committee should furnish and undertake to the effect that they have no conflict of interest with any bidder.
- Splitting of quantity among the bidders should strictly be as per the provision in the tender document.
- In a case of abnormally low bid, a pragmatic assessment be done to see whether contract contract performance is possible at this rate.
- Tenders should be finalised within original bid validity period.
- Contract should be signed prior to commencement of work.
- Response to the queries and doubts of the bidders raised during pre-bid conference should be made part of the contract.
- Record of negotiation, if any, should be made part of the contract.

DON'Ts:

- Loosely worded provisions should not be incorporated in the tender document.
- Specific brand/make without adequate justification should not be provided.
- Provisions in the tender document should not be based on old DPR.
- Provisions in the tender documents should not be contradictory.
- Speculative tender conditions should not be provided.
- Single source selection method should not be used without adequate justification.
- Eligibility criteria for the bidders should not be restrictive.
- Eligibility criteria should not lead to cartel formation.
- Eligibility criteria should not be changed after opening of the tender.
- Bids should not be rejected on flimsy ground.
- Extraneous factors should not be used in evaluation of bids.
- Evaluation of tenders should not be unduly delayed.
- Contract should not be awarded without approval of competent authority.
- Award of contract should not be delayed after approval of the competent authority.
- Bidders should not be allowed to submit documents obtained after last date of submission of the bids.
- Payment to contractor/ supplier/ service provider should not be released without signing of the contract document.
- Irrelevant documents should not be made part of the contract.



Dos and DON'Ts in Project Management Consultancy

Dos:

- Project Management Consultant should only be engaged in case of proven inadequacy of in-house resources.
- Insistence should be on deployment of originally proposed experts by project management consultant.
- It should be ensured that the project management consultant takes professional liability insurance of the prescribed amount.
- It should be ensured that the beneficiary in professional liability insurance should be the public organization.
- Replacement of experts should be permitted in exceptional circumstances like long term illness/ death of the expert etc.
- Replacement should be of equal or better credentials.
- Presence of various experts should be for the period as prescribed in PMC contract.
- Presence of the expert at the designated place should be monitored using IT based tools.
- Record towards management of the contract by the project management consultant should be maintained properly.
- Quality test should be performed by the project management consultant as per the prescribed frequency.
- Copy of important correspondences between PMC and the contractor should necessarily be endorsed to the organization.
- Decisions taken by the PMC should be strictly within the ambit of the consultancy contract.
- Performance of the project management consultant should be appropriately monitored by the organization.
- Remuneration for the replacements should be paid at a reduced rate as provided in the contract.
- Experts found indulging in unethical practices should be debarred from employment for a specific period.
- Penal provisions for deficiency in services by the project management consultant should be strictly implemented.
- Project management consultant should ensure strict compliance of statutory and other norms.

DON'Ts:

- Key experts deployed by the project management consultant should not have conflict of interest with the contractor.
- Frequent replacement of key personnel should not be allowed.
- Persons with poor health should not be deployed for field work.
- Project management consultant should not allow the contractor to unauthorizedly sub-contract the work.

Vigilance Angle

Vigilance angle is obvious in the following acts:

- Demanding and / or accepting gratification other than legal remuneration in respect of an official act or for using his influence with any other official.
- Obtaining valuable thing, without consideration or with inadequate consideration from a person with whom he has or is likely to have official dealings or his subordinates have official dealings or where he can exert influence.
- Obtaining for himself or for any other person any valuable thing or pecuniary advantage by corrupt or illegal means or by abusing his position as a public servant.
- Possession of assets disproportionate to his known sources of income.
- Cases of misappropriation, forgery or cheating or other similar criminal offences.
- However, other irregularities where circumstances will have to be weighed carefully to take a view whether the officer's integrity is in doubt. Gross or willful negligence; recklessness in decision making; blatant violations of systems and procedures; exercise of discretion in excess, where no ostensible public interest is evident; failure to keep the controlling authority / superiors informed of required transactions and issues in time; cause of undue loss or a concomitant gain to an individual or a set of individuals / a party or parties etc.
- Any undue / unjustified delay in the disposal of a case, perceived after considering all relevant factors, would reinforce a conclusion as to the presence of vigilance angle in a case.

Purpose of vigilance activity is not to reduce but to enhance efficiency and effectiveness:

- Commercial risk-taking forms part of business. Therefore, every loss caused to the organisation, either in pecuniary or non-pecuniary terms, need not necessarily become the subject matter of a vigilance inquiry. Thus, whether a person of common prudence, working within the ambit of the prescribed rules, regulations and instructions, would have taken the decision in the prevailing circumstances in the commercial / operational interests of the organisation is one possible criterion for determining the bonafides of the case. A positive response to this question may indicate the existence of bonafides. A negative reply, on the other hand, might indicate their absence.

It is unfair to use the benefit of hind-sight to question the technical merits of a managerial decision from the vigilance point of view:

- It would be quite unfair to use the benefit of hind-sight to question the technical merits of a managerial decision from the vigilance point of view. At the same time, it would be unfair to ignore motivated or reckless decisions, which have caused damage to the interests of the organization. Therefore, a distinction has to be made between a business loss which has arisen as a consequence of a bonafide commercial / operational decision, and an extraordinary loss which has occurred due to any malafide, motivated or reckless performance of duties. While the former has to be accepted as a normal part of business and ignored from the vigilance point of view, the latter has to be viewed adversely and dealt with under the extant disciplinary procedures.

- It follows that vigilance investigation on a complaint would not be called for on the basis of a mere difference of opinion / perception or an error of judgment simpliciter or lack of efficiency or failure to attain exemplary devotion in the performance of duties. (Union of India vs. J. Ahmed AIR1979 SC 1022). Such failures may be a matter of serious concern to the organisation but not from the vigilance point of view. They have to be dealt with separately.

Critical Examination:

CVC lays down that while sending the case to the Commission for advice against the lapses of officers exercising quasijudicial powers, it should be critically examined that: -

- Where the officer had acted in a manner as would reflect on his reputation for integrity or good faith or devotion to duty.
- If there is prima facie material to show recklessness or misconduct in the discharge of his duty.
- If he has acted in a manner which is unbecoming of a Government Servant.
- If he had acted negligently or that he omitted, the prescribed conditions which are essential for the exercise of the statutory powers.
- If he had acted in order to unduly favor a party.
- If he had actuated corrupt motive, however, small the bribe may be.

Hon'ble Supreme Court Judgement:

In the judgment dated 12th July 2016 in R.R. Parekh Vs. Gujarat High Court Case (Civil Appeal Nos. 6116-6117 of 2016 [AIR 2016 SC 3356], the Supreme Court has observed in para-15 of the judgment as under: -

“The issue of whether a judicial officer has been actuated by an oblique motive or corrupt practice has to be determined upon a careful appraisal of the material on the record. Direct evidence of corruption may not always be forthcoming in every case involving a misconduct of this nature. A wanton breach of the governing principles of law or procedure may well be indicative in a given case of a motivated, if not reckless disregard of legal principle. In the absence of a cogent explanation to the contrary, it is for the disciplinary authority to determine whether a pattern has emerged on the basis of which an inference that the judicial officer was actuated by extraneous considerations can be drawn. Cases involving misdemeanours of a judicial officer have to be dealt with sensitivity and care. A robust common sense must guide the disciplinary authority. At one end of the spectrum are those cases where direct evidence of a misdemeanour is available. Evidence in regard to the existence of an incriminating trail must be carefully scrutinised to determine whether an act of misconduct is established on the basis of legally acceptable evidence. Yet in other cases, direct evidence of a decision being actuated by a corrupt motive may not be available. The issue which arises in such cases is whether there are circumstances from which an inference that extraneous considerations have

actuated a judicial officer can legitimately be drawn. Such an inference cannot obviously be drawn merely from a hypothesis that a decision is erroneous. A wrong decision can yet be a bona fide error of judgment. Inadvertence is consistent with an honest error of judgment. A charge of misconduct against a judicial officer must be distinguished from a purely erroneous decision whether on law or on fact.”.

The Supreme Court in R.R. Parekh Vs. Gujarat High Court Case (Civil Appeal Nos. 6116-6117 of 2016 [AIR 2016 SC 3356] has laid down the following conditions / procedure to be followed to determine as to whether an act of a judicial officer has been actuated by an oblique motive or corrupt practice:

- Since, direct evidence of corruption may not always be forthcoming in every case involving a misconduct, a wanton breach of the governing principles of law or procedure may well be indicative in a given case of a motivated, if not reckless disregard of legal principle.
- In the absence of cogent explanation, it is for the disciplinary authority to determine whether a pattern has emerged on the basis of which an inference that an officer was actuated by extraneous considerations can be drawn.
- The disciplinary authority has to determine whether there has emerged from the record one or more circumstances that indicate that the decision which form the basis of the charge of misconduct was not an honest exercise of judicial power.
- A charge of misconduct against a judicial officer must be distinguished from a purely erroneous decision whether on law or on fact. In addition to the principles enunciated in Commission’s Circular dated 1st November 2007, the afore-mentioned criteria in the judgment may also be kept in view by CVOs while examining alleged lapses / misconducts in respect of officials exercising quasi-judicial functions / powers.

Cases/ Lapses lacking vigilance angle:

- Absence of vigilance angle in various acts of omission and Commission does not mean that the concerned official is not liable to face the consequences of his actions. All such lapses not attracting vigilance angle would, indeed, have to be dealt with appropriately as per the disciplinary procedure under the service rules.
- Administrative misconduct such as lack of punctuality, drunken behavior at work, insubordination, etc. would be left to the disciplinary authority to deal with in an appropriate manner. If the lapse is without a vigilance angle, the disciplinary authority would be within its rights to initiate appropriate penalty proceedings against erring employees.

Freedom Poem by Rabindranath Tagore

Freedom

*Freedom from fear is the freedom
I claim for you my motherland!
Freedom from the burden of the ages, bending your head,
breaking your back, blinding your eyes to the beckoning
call of the future;
Freedom from the shackles of slumber wherewith
you fasten yourself in night's stillness,
mistrusting the star that speaks of truth's adventurous paths;
freedom from the anarchy of destiny
whose sails are weakly yielded to the blind uncertain winds,
and the helm to a hand ever rigid and cold as death.
Freedom from the insult of dwelling in a puppet's world,
where movements are started through brainless wires,
repeated through mindless habits,
where figures wait with patience and obedience for the
master of show,
to be stirred into a mimicry of life.*

Rabindranath Tagore

 internetPoem.com

GLIMPSES OF VAW 2023

Administration of Integrity Pledge by Shri Pradip Kumar Das, CMD-IREDA



Online Address by CMD Sri Pradeep Kumar Das to uphold highest standards of integrity, honesty and transparency and maintaining ethics in the organization



Inaugural session and lighting of lamp by Senior Management



Speech Competition by officials of IREDA on the Theme of:
“भ्रष्टाचार का विरोध करे; राष्ट्र के प्रति समर्पित रहें” “Say no to corruption; commit to the Nation”



CVO Shri Ajay Kumar Sahani welcoming Shri Avinash Ghasi, faculty from Art of Living for conducting Session on “Ethical Awareness : Managing the mind for Vigilant actions”



**Shri Avinash Ghasi, Guest faculty from Art of Living conducting Session on
“Ethical Awareness: Managing the mind for Vigilant Actions”**



**Lecture on “Stress Assets and CIBIL” by Shri Abhishek, Assistant General Manager &
Credit Faculty, State Bank of India Academy**



**Painting & Essay Competition for Children conducted at Delhi Kannada Senior Secondary School,
Lodhi Estate, New Delhi**



**Drawing Competition held at Kendriya Vidhyalaya, Minambakkam, Chennai on the theme
“Say no to corruption; commit to the Nation”/ “भ्रष्टाचार का विरोध करे; राष्ट्र के प्रति समर्पित रहें”**



*Drawing Competition held at Kendriya Vidhyalaya, Minambakkam, Chennai on the theme
“Say no to corruption; commit to the Nation”/ “भ्रष्टाचार का विरोध करे; राष्ट्र के प्रति समर्पित रहें”*

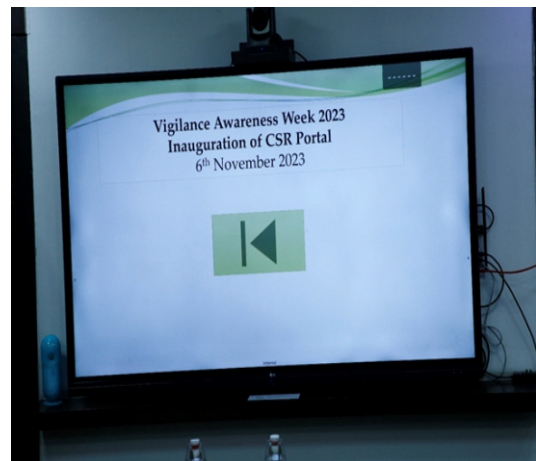
(Contd.)



**Welcome of Dr. Praveen Kumari Singh, Additional Secretary, CVC
by Shri Pradip Kumar Das, CMD, IREDA**



**Address by Dr. Praveen Kumari Singh, Additional Secretary, and
Inauguration of CSR portal during VAW-2023**



Vigilance Department, IREDA organized Gram Sabha for spreading awareness about PIDPI Resolution at Village: Khurshed Nagar, District: Rewari, Haryana



PRIZE WINNERS OF VARIOUS COMPETITIONS HELD DURING THE VIGILANCE AWARENESS WEEK, 2023

A. Quiz competition conducted on 01-11-2023

Sl.No	Prize	Name of the official	Prize Amount
1	First	Sh. Ashish Aggarwal, DM(F&A)	5000
2	Second	Sh. Piyush Agarwal, DM(F&A)	4000
3	Third	Sh. Rohit Khatri, M(TS)	3000
4	Consolation	Sh. Shreyansh Raj, DM(TS)	1000
5	Consolation	Sh. Ghanshyam Gupta, SM	1000
6	Consolation	Sh. Romesh Kumar Gupta, DM(F&A)	1000
7	Consolation	Sh. Rahul Thomas Jordy, ET	1000
8	Consolation	Sh. Sarabjit Kaur, M(HR)	1000

B. Speech Competition conducted on 31-10-2023

Sl. No	Prize	Name of the official	Prize Amount
1	First	Ms. Sangeeta Srivastava, CM (OL)	5000
2	Second	Ms. Priyanka M. Rawal, M(HR)	4000
3	Third	Sh. Ankit Dwivedi, M(Law)	1500
4	Third	Sh. Sanket Kumar Jain, M(IT)	1500
5	Consolation	Ms. Anushka Kumari, ET	1000
6	Consolation	Ms. Sarabjit Kaur, M(HR)	1000
7	Consolation	Sh. Lalit Kumar Singh, M(TS)	1000
8	Consolation	Sh. Rohit khatri, M(TS)	1000
9	Consolation	Sh. Gaurav Varshney, ET	500
10	Consolation	Ms. Rishika Jhamar, ET	500

मेरे सपनों का भारत: भ्रष्टाचार मुक्त भारत

आओ निर्माण करें सपनों के भारत का,
आओ निर्माण करें भ्रष्टाचार मुक्त भारत का।
चरित्र का, ईमान का, स्वाभिमान का,
आओ निर्माण करें सपनों के भारत का।

भूख नहीं, लूट नहीं,
औरों के हक को खा जाने की बदनीयत नहीं।
आओ निर्माण करें ऐसे सपनों के भारत का,
आओ निर्माण करें भ्रष्टाचार मुक्त भारत का।
सोने की चिड़िया अब न जाना जाए तो क्या,
सोने के चरित्र का जाना जाए।

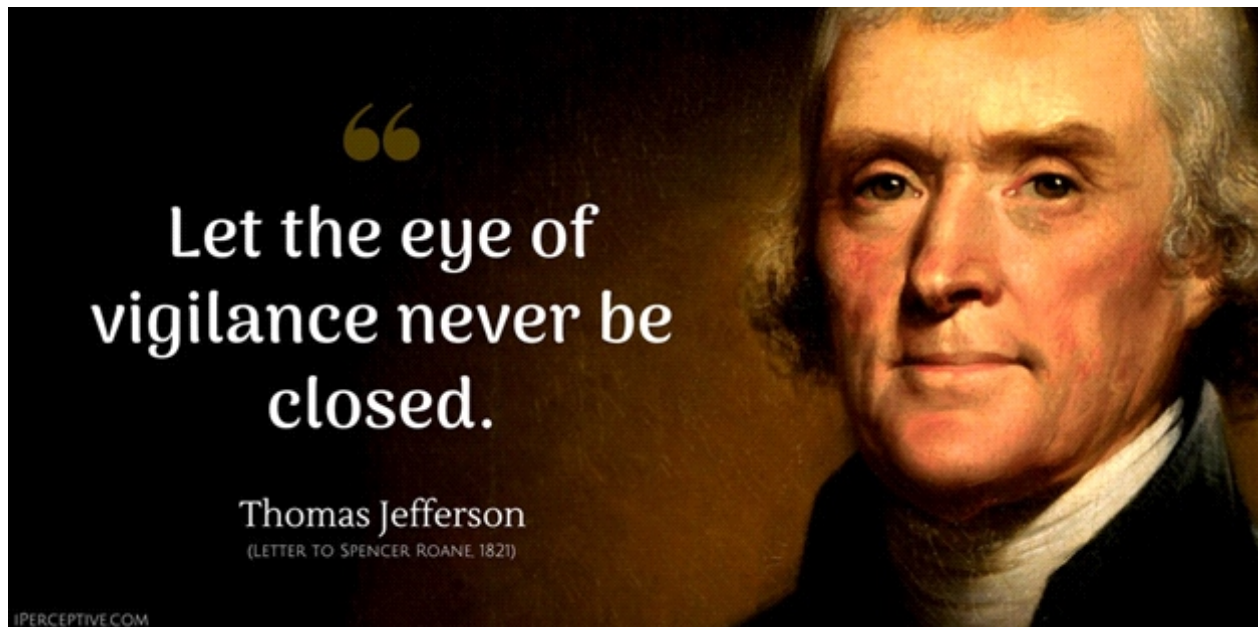
आओ निर्माण करें ऐसे सपनों के भारत का,
पैसों के आगे न बिके ईमान,
कर्ज बोझ से जहां खुदकशी न करे किसान।
हर घर हो नारी का सम्मान,
हर शख्स के होंठों पर हो मुस्कान,
आओ निर्माण करें ऐसे सपनों के भारत का,
आओ निर्माण करें भ्रष्टाचार मुक्त भारत का।

हर हाथ जहां हो काम,
हर तन रोटी, हर तन कपड़ा,
हर सिर को मिल जाए मकान,
आओ निर्माण करें ऐसे सपनों के भारत का।

सतर्कता के चौकीदारों की फौज गैरजरूरी हो,
भ्रष्टाचार उन्मूलन को तत्पर,
हर शख्स जहां स्वयंभू सतर्क प्रहरी हो,
आओ निर्माण करें ऐसे सपनों के भारत का,
आओ निर्माण करें भ्रष्टाचार मुक्त भारत का।

एक दिवस नहीं, एक माह नहीं, एक वर्ष नहीं,
सत्यनिष्ठा का तप आजीवन करने का,
प्रण ले हर शख्स जहां,
आओ निर्माण करें ऐसे सपनों के भारत का।

भ्रष्टाचार मुक्ति का सपना,
सपना बन कर ही न रह जाए जहां,
पूरे हों ख्वाब हमारे, भ्रष्टाचार बिलकुल ही मिट जाए जहां,
आओ निर्माण करें ऐसे सपनों के भारत का,
आओ निर्माण करें भ्रष्टाचार मुक्त भारत का।



[illegible]

[illegible]

PUBLIC INTEREST DISCLOSURE & PROTECTION OF INFORMER RESOLUTION, 2004 (PIDPI)

WHAT IS PIDPI?

- PIDPI is a resolution of Government of India
- Identity of the complainant is kept confidential for all complaints lodged under it

HOW IS PIDPI COMPLAINT FILED?

- The Complaint should be addressed to Secretary, CVC and the envelope should be superscribed as "PIDPI"
- Name and Address of the complainant should NOT be mentioned on the envelope but in the letter inside in a closed cover.

GUIDELINES TO ENSURE IDENTITY OF COMPLAINANT REMAINS CONFIDENTIAL

- Complaints that are personally related to the complainant or addressed to other authorities may lead to disclosure of identity.
- Complaints should not be sent in open condition or on public portal.
- Documents that reveal identity should not be enclosed or mentioned in the complaint. Example: documents received under RTI.
- Name and Address should be mentioned on the Letter inside the envelope for confirmation purposes.
- Complaints where confirmation is not received are closed.
- Anonymous / pseudonymous letters are not entertained.

VIGILANCE AWARENESS WEEK 2024

**For more details visit
<https://www.cvc.gov.in>**

PROVIDING INVESTMENTS THAT HELP ACHIEVE INDIA'S SUSTAINABILITY GOALS

ATMANIRBHARTA. GREEN ENERGY. NET ZERO EMISSION.

नई ऊर्जा नई सोच



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Highest Credit Rating of 'AAA/Stable'

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Emerging Technologies ➤ Battery Storage System ➤ Fuel Cells ➤ Pumped Storage Hydro ➤ Green Hydrogen ➤ RE Component Manufacturing ➤ Electric Vehicle & Charging Infra