

# कृभको न्यूज KRIBHCO News

अंक 66, जुलाई-दिसंबर 2021 • Vol 66, July-December 2021



CHAIRMAN

**Dr. Chandra Pal  
Singh Yadav**

MAKES HISTORY

The first Indian to Head ICA  
Asia-Pacific as President



*Dear Colleagues,*

Our Hon'ble Chairman, Dr. Chandra Pal Singh Yadav, is elected President of the International Cooperative Alliance - Asia Pacific (ICA-AP) Region. That he has become the first Indian to be elected as president of ICA-AP is a moment of pride for all of us. Our Hon'ble Chairman has been a front-line leader of the cooperative movement for about three decades and with this victory he has brought glory to the country and our organization. KRIBHCO News team Salutes, Congratulates and Wishes him a successful tenure as President of ICA-AP. The cover story of this issue captures this historic moment in words and pictures.

The Annual General Body Meeting of KRIBHCO was held on 16 September 2021 at NCUI Auditorium, New Delhi. The AGM was presided over by Hon'ble Chairman, Dr. Chandra Pal Singh and attended by Directors of KRIBHCO and delegates of member cooperatives from different parts of the country. Shri Rajan Chowdhry, Managing Director, KRIBHCO, informed that despite the challenges faced due to the pandemic, the Society adapted and performed excellently and achieved the ever highest sales of Fertilizers. You will see the coverage of this event on the inside pages.

The week, in which the birthday of late Shri Sardar Vallabhbhai Patel falls, is observed as 'Vigilance Awareness Week' as Sardar Patel was an unmatched craftsman of national integration who had exceptional leadership capabilities. He integrated the country and was a shining example of probity in public life. You will find extensive coverage of the observance of the week in the issue in your hand.

KRIBHCO also celebrated Independence Day and Deepawali during this period with the usual spirit of patriotism and gaiety at all its Plants and Offices, which are covered in detail in this issue.

And, in the current times, as the pandemic continues with little signs of abatement, the importance of vaccination cannot be overemphasized. The article 'Nation First-Vaccination Must' reiterates the importance of vaccination and the efforts to find an even more effective vaccine for fighting the COVID head on!

In addition to the interesting articles like 'The Boy in the Rain', 'The Race', all the regular features like On the Growth Path, Plant News, Gramin Vikas Trust (GVT), KFL and HRD find their respective places in the issue.

I would like to thank KRIBHCO News team for their regular contributions and congratulate all for getting prestigious PRSI National Award 2021 under the category 'In-House Journal - English'.

Hope you would find the updates in this issue interesting to read. We seek your feedback and participation for further improvements.

Till we meet again, take care of yourself and your family, be happy and healthy!

Best!

**Umesh Mishra**  
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## MD's Message

*Dear Colleagues,*

I compliment all my dear colleagues in KRIBHCO for dedicated and sincere efforts of all in this challenging time which has enabled us to move forward many steps towards realizing our vision to be part of a world class competitive, diversified and fast growing organization in near future.

Our Honorable Chairman Dr. Chandra Pal Singh Yadav, becoming the first Indian to be elected as president of ICA-AP was a moment of pride for all of us. It brought glory to the country and organization. We all wish him a very fruitful & successful tenure as President of ICA-AP.

Our existing business operations including production & sales of urea, ammonia, biofertilisers, certified seeds and trading activities like import and marketing of bulk fertilisers like DAP, NPK etc., organic compost, zinc etc. continues to do well and provide financial stability to the society. To expand our portfolio in non-fertilizer areas, KRIBHCO has established two new wholly owned subsidiary companies in the names of 'KRIBHCO Green Energy Private Limited' and 'KRIBHCO Agri Business Private Limited' recently with an aim to participate in the key growth segment of Indian Economy in future. The chosen segments will provide opportunity of rapid growth and open up a significant revenue stream for KRIBHCO in future.

KRIBHCO Fertilizer Limited (KFL), a fully owned subsidiary of KRIBHCO continues to improve its operating and financial performance. Its current performance indicates a healthy profit during financial year 2021-22. This will signal a promising beginning of good returns from this venture for the society. OMIFCO, a joint venture company of society is doing exceedingly well and we are expecting ever highest

dividend from OMIFCO during current financial year. The CSR arm of KRIBHCO, Gramin Vikas Trust now is mostly a self-reliant entity and the direct financial support to GVT is at lowest levels.

It was a matter of great Joy and Privilege that KRIBHCO won four awards at the FAI Annual Seminar. KRIBHCO Video Film on 'Smart Agriculture' got Second Prize in film category. KRIBHCO Fertilizer plant Hazira won runner up award for 'Environmental Protection' in the nitrogenous fertilizers' plants category. KFL got the FAI award for improvement in overall performance of a company in the year 2020-21. Shri V S Sirohi, Marketing Director, KRIBHCO won the FAI Shriram Award for best Article in marketing discipline.

I am happy to note that 'KRIBHCO News' has become a useful in house magazine keeping ourselves updated about events & activities around various places in KRIBHCO. I urge all to be more participative in making this publication more informative and lively.

I wish you and your loved ones a very Happy & Healthy New Year 2022 and beyond. Please follow COVID-19 appropriate protocols and stay safe.

**Rajan Chowdhry**  
Managing Director

# CHAIRMAN Dr. Chandra Pal Singh Yadav MAKES HISTORY

The first Indian to Head ICA Asia-Pacific as President



## ICA – AP ELECTIONS

*Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO along with Shri Dileep Sanghani, President NCUI, attending the 33<sup>rd</sup> World Cooperative Congress held at Seoul, South Korea*





It became a matter of great pride that our Hon'ble Chairman, Dr. Chandra Pal Singh has been elected as the President of International Cooperative Alliance - Asia Pacific Region. He becomes the first Indian occupying this position by defeating Ms. Chitose Arai of Japan by 102 votes in the election held at Seoul, South Korea.

15<sup>th</sup> Regional Assembly of International Cooperative Alliance - Asia Pacific Region was held from 28 to 30 November 2021 at Seoul, South Korea. In this meeting elections of 11 Directors belonging to China, South Korea, Malaysia, India, Nepal, Iran, Vietnam, Philippines, Japan, Australia and Sri Lanka were held. Dr. Chandra Pal Singh's rise to the highest position of the Asia Pacific region in cooperative politics is a sign of the robust cooperative movement in India.

Dr. Chandra Pal Singh has been an epitome of growth and success in the cooperative movement of the country which can be gauged from the fact that he began his journey from being a cooperator and rising on to become Board of Director of KRIBHCO in 1994 and ultimately rising to head KRIBHCO as Chairman. Not only KRIBHCO, Dr. Chandra Pal Singh has been associated with various other premier cooperative organizations of our country, he has been also the President of NCUI, the apex institution of the cooperative movement in India, and on the Boards of the International Raiffeisen Union (IRU, Germany), the National Cooperative Consumers' Federation of India (NCCF) and the National Agriculture Cooperative Marketing Federation (NAFED),

Cooperative Bank of India (COBI) and many other State and District Level cooperative organizations. He has been a front-line leader of the cooperative movement for about three decades and has contributed immensely towards the training, education and capacity building of cooperatives.

Apart from cooperative arena, Hon'ble Chairman has also been a stalwart in the politics of our country who championed the cause of marginalized sections of our society. He was member of Uttar Pradesh Legislative Assembly for the period 1996-2001. He was subsequently elected to 14<sup>th</sup> Lok Sabha in 2004 from Jhansi constituency. During his tenure in the 14<sup>th</sup> Lok Sabha, he served as a member of the Committee on Estimates, Committee on Energy and Committee on Members of Parliament Local Area Development Scheme. He was also elected to the Rajya Sabha as member in 2014 from Uttar Pradesh.



# Dr. Chandra Pal Singh Yadav

Chairman KRIBHCO AND President ICA - AP



Felicitated  
by Board of  
Directors,  
KRIBHCO on  
his spectacular  
victory in ICA-AP  
elections



## IFFCO felicitates Dr. Chandra Pal Singh Yadav

Shri Tarun Bhargava, GM (Cooperative Relations), IFFCO felicitating newly elected President, ICA.



Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO & President ICA-AP being felicitated by Dr. U S Awasthi, MD, IFFCO.



Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO & President ICA-AP being felicitated by Officers of NCUI







Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO & President ICA-AP, Shri Bhikha Bhai Z. Patel, Director, KRIBHCO, Shri Paresh Bhai Patel and other cooperators at Sardar Niwas ancestral home of Sardar Vallabh Bhai Patel in Bardoli.



Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO & President ICA-AP being felicitated by Shri Bhikha Bhai Z. Patel, Director, KRIBHCO and other Cooperators.





Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO & President ICA-AP paying homage at the statue of Shri Vaghji Bhai Boda, Ex-Chairman KRIBHCO and NAFED located in Lakhadhirdh in Kucch District of Gujarat

Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO & President ICA-AP being felicitated at Lakhadhirdh village (Ancestral Village of Late Shri Vaghji Bhai Boda





Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO & President ICA-AP being felicitated by Officers of Rajkot District Cooperative Bank Ltd in presence of Shri Dileep Sanghani, Chairman, IFFCO & President, NCUI



Dr. Chandra Pal Singh Yadav, Chairman, KRIBHCO & President ICA-AP being felicitated by Dr. Bijender Singh, Chairman NAFED and Director, KRIBHCO



## दुनिया भर के किसानों की समृद्धि के लिये करेंगे काम: चंद्रपाल सिंह यादव

इंटरनेशनल कोऑपरेटिव अलायन्स के नवनिर्वाचित अध्यक्ष से खास बातचीत

नई दिल्ली। सहकारिता आंदोलन के प्रखर नेता एवं कृषक भारती कोऑपरेटिव लिमिटेड के अध्यक्ष डॉ. चन्द्रपाल सिंह यादव अब इंटरनेशनल कोऑपरेटिव अलायन्स (एशियापैसिफिक) के प्रेसीडेंट चुने गए हैं। पिछले दिनों साउथ कोरिया में हुए आईसीए के चुनाव में उन्होंने अपनी प्रतिद्वंद्वी जापान की चितोसअराई को शिकस्त दी और इस पद पर निर्वाचित हुए। ये पहला मौका है कि जब कोई भारतीय इस अंतरराष्ट्रीय संगठन का अध्यक्ष बना है।

आईसीए के नवनिर्वाचित अध्यक्ष डॉ. चन्द्रपाल सिंह यादव से मीडिया कन्सल्टेंट धर्मेन्द्र साहू ने खास बातचीत की।

**अध्यक्षजी पूरी दुनिया में भारतीयों का डंका बज रहा है। कई अंतरराष्ट्रीय कंपनियों में भारतीय मूल के लोग सीईओ जैसे महत्वपूर्ण पद संभाल रहे हैं। अब सहकारिता क्षेत्र की संस्था इंटरनेशनल कोऑपरेटिव एलाइंस में प्रेसीडेंट पद पर आपकी जीत हुई है। अब क्या नज़रिया है आपका?**

**जवाब:** सबसे पहले तो मैं उन तमाम कोऑपरेटिव संस्थाओं और उन से जुड़े प्रत्येक सदस्य को धन्यवाद देना चाहता हूँ जिन्होंने प्रत्यक्ष और अप्रत्यक्ष रूप से मेरा साथ दिया। दूसरी बात ये कि ये मेरी नहीं अपितु भारत के हर किसान, सहकारिता जगत और देश की जीत है। मेरा मानना है कि विश्व पटल पर भारत मजबूत हो रहा है। जब दुनिया आप पर भरोसा करती है तो आपकी जिम्मेदारी और अधिक बढ़ जाती है।

**आईसीए का प्रेसीडेंट बनने के बाद अब आपकी मुख्य प्राथमिकताएँ क्या होंगी?**

**जवाब:** दुनिया भर में सहकारिता आंदोलन के जरिये किसानों के उत्थान पर कार्य हो रहा है। अब जब मुझे किसानों के अंतरराष्ट्रीय संगठन की जिम्मेदारी मिली है तो मेरा उद्देश्य है कि भारत वर्ष के साथ ही विश्व के सभी किसान समृद्ध हों। किसानों की प्रगति के लिए

नई-नई कार्य योजनाएँ बनें और उनका क्रियान्वयन हो। मैं आश्वस्त करना चाहता हूँ कि किसानों के विकास के लिए जो भी संभव होगा वो कार्यतत्परता से पूर्ण करूँगा।

**किसानों की प्रगति को ले कर आईसीए के प्रमुख एजेंडे कौन से होंगे।**

**जवाब:** देखिये! चुनाव के पूर्व हमने आईसीए के जरिये 10 स्त्रीय कार्यक्रमों को आयाम तक पहुंचाने का वादा किया था, उसी के तहत हम प्रमुख रूप से विश्व की सहकारी संस्थाओं और सरकारों के आपसी समन्वय पर जोर देंगे ताकि किसानों को लाभ मिल सके। कोविड के दौरान सहकारिता के जो कार्य प्रभावित हुए हैं, उनको अब हम तत्परता से पूरा करेंगे। इसके साथ ही आईसीए का नेटवर्क मजबूत करने के लिए महिला-पुरुषों को समानता से जोड़ने का कार्य करेंगे। युवाओं की भागीदारी पर भी हमारा फोकस होगा, उनकी क्षमताओं का उपयोग हम शिक्षा और बिजनेस प्रोग्राम्स में करेंगे। इसके अलावा स्किल डेवलपमेंट ट्रेनिंग कार्यक्रमों को भी हम बढ़ावा देंगे ताकि किसान परिवारों को रोजगार के अवसर प्राप्त हों। किसानों की समृद्धि के लिए नई कृषि खोजों और रिसर्च के लिए हम जल्द ही रोड मैप बनाएंगे।

धर्मेन्द्र साहू  
मीडिया कन्सल्टेंट  
कृभको, नोएडा

## Felicitation on Arrival at IGI Airport, Delhi

Dr. Chandra Pal Singh Yadav, Chairman KTRIBHCO and President ICA-AP being welcomed upon his arrival from Seoul by Directors and Officers of KTRIBHCO



## Welcome at KTRIBHCO Auditorium



Dr. Chandra Pal Singh Yadav, Chairman KTRIBHCO and President ICA-AP being felicitated by Shri Sheeshpal Singh, eminent cooperator and Director CORDET, IFFCO



Dr. Chandra Pal Singh Yadav, Chairman KTRIBHCO and President ICA-AP, along with Directors of KTRIBHCO addressing the employees of KTRIBHCO after returning victorious from ICA AP elections

## At Jhansi Railway Station

Dr. Chandra Pal Singh Yadav, Chairman KTRIBHCO and President ICA-AP being welcomed by huge crowd of well wishers and his supporters upon his arrival at Jhansi.



Dr. Chandra Pal Singh, Chairman KTRIBHCO and President ICA-AP being felicitated by Office Bearers of KTRIBHCO Officers Association on his Victory at ICA-AP elections.

## KRIBHCO's 41<sup>st</sup> AGM Conducted in Hybrid Mode

**KRIBHCO**  
Cooperative and beyond...

# 41<sup>st</sup> वार्षिक आमसभा ANNUAL GENERAL MEETING

16 सितम्बर | SEPTEMBER, 2021

कृषक भारती कोआपरेटिव लिमिटेड  
KRISHAK BHARATI COOPERATIVE LIMITED



## KRIBHCO has earned a pre-tax profit of Rs. 513.13 crore during the financial year 2020-21. The Society has declared dividend @ 20% on equity capital for the year.

The annual accounts of the Society have been approved by the members in its 41<sup>st</sup> Annual General Body Meeting held on 16 September 2021 which was presided over by Dr. Chandra Pal Singh, Chairman, KRIBHCO and attended by Directors of KRIBHCO and delegates of member cooperatives from different parts of the country at NCUI auditorium, New Delhi. The AGM was organized in Hybrid Mode through virtual connection where 502 delegates attended from 45 different locations across various states.

KRIBHCO's urea production during the year 2020-21 was 23.23 lakh MT and Ammonia production was 14.02 lakh MT with 105.87% and 112.43% capacity utilization respectively. The Society's product basket consists of not only Neem Coated Urea but also Bio Fertilizers, Compost, Certified Seeds, Bt. Cotton Seeds, Hybrid Seeds, SSP, Zinc Sulphate and imported DAP, MOP & NPS. KRIBHCO sold ever highest quantity 56.30 lakh MT of fertilizers during 2020-21.

KRIBHCO Fertilizers Ltd (KFL) a wholly owned subsidiary of KRIBHCO has produced 10.74 Lakh MT of urea and 6.46 lakh MT Ammonia with capacity utilization of 124.26% and 128.83% respectively.



Shri Rajan Chowdhry, Managing Director, KRIBHCO, expressed his solidarity for all the people who lost their near and dear ones due to the COVID 19 induced pandemic. He informed that despite the challenges faced due to the pandemic, the Society adapted and performed excellently and achieved ever highest sales of Fertilizers. He also informed that the subsidiary company of the Society KFL has performed well and surpassed its previous specific energy consumption record and has set a new record of achieving lowest

ever specific energy consumptions for Ammonia as well as Urea. The Society had received many awards in recognition of its excellent performance in various fields of operations.

KRIBHCO, being a farmers' organization is committed for increasing farmers' income, through reduction in cost of cultivation with judicious use of fertilizers based on free soil testing, farmers education and by promoting integrated agriculture. KRIBHCO also facilitates formation of Farmers Producers Organization (FPO) through its Gramin Vikas Trust.



Nitesh Kumar Mishra  
Asst. Manager (Mktg)



KRIBHCO adopted PACS Jangamgudem under Cluster Village Adoption Programme and donated 1000 LPH mineral water plant. The plant was inaugurated by our Hon'ble Vice Chairman Shri V. Sudhakar Chowdary on 18 September 2021. The mineral water plant donated by KRIBHCO serves the needs of three nearby villages.



## डीलर सम्मेलन कार्यक्रम

दिनांक 27 जुलाई 2021 को बिहार में डीलर सम्मेलन कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादों की योजना, उपयोगिता तथा उपलब्धता पर चर्चा की गई।



## किसान सभा कार्यक्रम

दिनांक 10 नवंबर 2021 को बिहार में किसान सभा कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादों की उपयोगिता तथा उपलब्धता पर चर्चा की गई। किसानों को आधुनिक कृषि तकनीक की जानकारी से अवगत कराया गया।



## Chhattisgarh



### सहकारी सम्मेलन

छत्तीसगढ़ में सहकारी सम्मेलन कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादों की योजना, उपयोगिता तथा उपलब्धता पर चर्चा की गई।



### मानव स्वास्थ्य परीक्षण

छत्तीसगढ़ में मानव स्वास्थ्य परीक्षण कार्यक्रम का आयोजन किया गया, जिसके अंतर्गत ग्रामीण किसान परिवार के सदस्यों के स्वास्थ्य का निशुल्क परीक्षण करके परामर्श तथा दवाईया उपलब्ध कराई गई।



### ग्रामीण खेल कूद

छत्तीसगढ़ में ग्रामीण खेल कूद प्रतियोगिता का आयोजन किया गया, जिसके अंतर्गत विजेता खिलाड़ियों को पुरस्कार वितरित किये गये, ताकि खिलाड़ियों को प्रोत्साहन मिले।

## Haryana



### किसान सभा

हरियाणा में किसान सभा कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादों की उपयोगिता तथा उपलब्धता पर चर्चा की गई। किसानों को आधुनिक कृषि तकनीक की जानकारी से अवगत कराया गया।



### समिति अंगीकरण

हरियाणा प्रदेश में समिति अंगीकरण कार्यक्रम का आयोजन किया गया, जिसके अंतर्गत समिति को आफिस हेतु फर्नीचर प्रदान किया गया, ताकि समिति के कार्य निष्पादन सुविधा हो सके।

## सामूहिक चर्चा

गुजरात में सामूहिक चर्चा कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादों की उपयोगिता तथा उपलब्धता पर चर्चा की गई। किसानों को आधुनिक कृषि तकनीक की जानकारी से अवगत कराया गया।



A Cooperative Conference was organized at Palanpur under the Chairmanship of Shri Paresh Bhai Patel, Hon'ble Director, KIRIBHCO.

All KIRIBHCO Delegates / RGBs of Banaskantha District Chairman - Banaskantha DPSU, Chairman - Palanpur TPSU, Shri P.B. Patel, JGM(M), Shri S.B. Pandya Area Manager - Mehsana, and other Cooperative delegates of Banaskantha District attended this programme.



KIRIBHCO Exhibition held at Palanpur Dist. Banaskantha (Gujarat) on 12 August 2021

Gujarat

## सामूहिक चर्चा

गुजरात में सामूहिक चर्चा कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादों की योजना, उपयोगिता तथा उपलब्धता पर चर्चा की गई।





## कृषक भारती सेवा केंद्र, देवास (म.प्र.) का शुभारंभ

दिनांक 9 अक्टूबर 2021 कृषक भारती कोआपरेटिव लिमिटेड द्वारा कृषक भारती सेवा केंद्र, सिया, देवास का शुभारंभ किया गया इस अवसर पर मुख्य अतिथि के रूप में माननीय डॉ चंद्रपाल सिंह, अध्यक्ष, कृभको एवं कृभको निदेश मंडल से विशेष अतिथि माननीय डॉ सुनील कुमार सिंह, माननीय भवर्सिंह शेखावत तथा डॉ वी. के. तोमर, संयुक्त महाप्रबंधक - विपणन, कृभको, नॉएडा और श्री जे. पी. सिंह, उपमहाप्रबंधक - विपणन, कृभको, मध्य प्रदेश व वरिष्ठ क्षेत्रीय प्रबंधक श्री रंजीत सिंह राठौर उपस्थित थे। इस अवसर पर माननीय अध्यक्ष महोदय ने क्षेत्र के प्रगतिशील किसानों से सीधा संवाद किया।





## फसल संगोष्ठी

कर्नाटक में फसल संगोष्ठी कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादो की उपयोगिता तथा उपलब्धता पर चर्चा की गई। किसानो को आधुनिक कृषि तकनीक की जानकारी से अवगत कराया गया।

## Maharashtra



## सामूहिक चर्चा

महाराष्ट्र में सामूहिक चर्चा कार्यक्रम का आयोजन किया गया, जिसके अंतर्गत विभिन्न उर्वरको की उपयोगिता तथा उपलब्धता पर चर्चा की गई।



## ग्रामीण खेल कूद

महाराष्ट्र में ग्रामीण खेल कूद प्रतियोगिता का आयोजन किया गया, जिसके अंतर्गत विजेता खिलाडियो को पुरस्कार वितरित किये गये, ताकि खिलाडियो को प्रोहत्साहन मिले।

## Odisha



## उर्वरक सम्वर्धन

उडीसा राज्य में उर्वरक सम्वर्धन कार्यक्रम का आयोजन किया गया, जिसमे किसानो को कृषको द्वारा उपलब्ध कराये जा रहे विभिन्न उत्पादो के तथा उनके संतुलित उपयोग के बारे मे जानकारी प्रदान की गई।

Punjab



### उर्वरक सम्वर्धन

पंजाब मे उर्वरक सम्वर्धन संगोष्ठी का आयोजन किया गया, जिसमे किसानो को संतुलित उर्वरक उपयोग तथा उतम प्रमाणित बीज के बारे मे जानकारी प्रदान की गई।

### मृदा परीक्षण

पंजाब में मृदा परीक्षण अभियान कार्यक्रम का आयोजन किया गया जिसके अंतर्गत किसानो के खेतो से मृदा नमूने प्राप्त किये गये।



### वृक्षारोपण कार्यक्रम

पंजाब मे वृक्षारोपण कार्यक्रम का आयोजन किया गया, जिसके अंतर्गत पोध रोपण के अतिरिक्त उपस्थित किसानो को छायादार तथा फलदार पोधो का निशुल्क वितरण किया गया।



Rajasthan



### फसल प्रदर्शन

राजस्थान राज्य में फसल प्रदर्शन के अंतर्गत खेत दिवस का आयोजन किया गया, जिसमे कृभको उत्पाद की उपयोगिता तथा आधुनिक कृषि तकनीक की जानकारी से उपस्थित किसानो को अवगत कराया गया।



### आय वृद्धि कार्यक्रम

राजस्थान राज्य मे आय वृद्धि कार्यक्रम का आयोजन किया गया, जिसके अंतर्गत असहाय ग्रामीण महिला किसान परिवार के सदस्यो को आय अर्जन हेतु निशुल्क सिलाई मशीन उपलब्ध कराई गई।

## Seminar on DBT at DCCB, Tiruvannamalai District

A Seminar on DBT in fertilizer sector was conducted by KRIBHCO Tamil Nadu Sr. FR, Shri A.P. Bopanna, HQ: Villupuram at DCCB, Tiruvannamalai District, Tamil Nadu on 7 October 2021.

Chief Guests: Shri K. Rajkumar, JR., Mrs. Vasanthalakshmi, DR, Shri Kamalakannan, DR., Shri Arunraj, DBT Coordinator, Mrs. Chitra, TANFED RM.



## Telangana



### सामूहिक चर्चा कार्यक्रम

तेलंगाना में सामूहिक चर्चा कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादो की योजना, उपयोगिता तथा उपलब्धता पर चर्चा की गई।

## फसल प्रदर्शन

उत्तर प्रदेश राज्य में फसल प्रदर्शन के अंतर्गत खेत दिवस का आयोजन किया गया, जिसमें कृषको उत्पाद की उपयोगिता तथा आधुनिक कृषि तकनीक की जानकारी से उपस्थित किसानो को अवगत कराया गया।



### सामूहिक चर्चा कार्यक्रम

उत्तर प्रदेश में सामूहिक चर्चा कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृषको उत्पादो की योजना, उपयोगिता तथा उपलब्धता पर चर्चा की गई।



## Cooperative Society Adoption



Shri Amit Rathi, MD Society, Shri Gajendra Kumar, Ch. SMM, Uttarakhand Shri Sushil Rathi, Deligate KRIBHCO/Director DCB, Roorkee and Shri Bharatvir Singh, Chairman of the Society providing furniture to the Society.

## Fertilizer Fair

गोविंद बल्लभ पंत कृषि एवं प्रौद्योगिकी विश्वविद्यालय पंतनगर द्वारा लगाए गए किसान मेला एवं उद्योग प्रदर्शनी दिनांक 7-10 अक्टूबर 2021 के दौरान कृभको के स्टॉल पर लग भग 1700-1800 किसानों, छात्र-छात्राओं ने भ्रमण कर कृभको उत्पाद के बारे में जानकारी प्राप्त कि। उर्वरक ग्रुप में कृभको को स्टाल प्रदर्शन एवं स्टाल व्यवस्था में द्वितीय पुरस्कार मिला।



## West Bengal

### सामूहिक चर्चा कार्यक्रम

पश्चिम बंगाल में सामूहिक चर्चा कार्यक्रम का आयोजन किया गया, जिसके अंतर्गत कृभको उत्पादों की योजना, उपयोगिता तथा उपलब्धता पर चर्चा की गई।



### डीलर सम्मेलन

पश्चिम बंगाल में राज्य स्तरीय डीलर सम्मेलन कार्यक्रम का आयोजन किया गया जिसके अंतर्गत कृभको उत्पादों की योजना, उपयोगिता तथा उपलब्धता पर चर्चा की गई।



I used to find peace in the Rain.

No need to hang on to someone's words. No need to fulfill someone's expectations. Just stand there, looking up at the sky, feeling the cool water on your skin.

Well, I used to. Not anymore. Not after I saw the boy in the rain.

That day also started typically. Nothing out of the way happened, and that is what I preferred. I had a good chat with my friends, my parents were pleased my scores on my tests and all in all, it was a great day. The best part, it started raining. I went out for a walk to freshen myself. I saw everyone bustling around with umbrellas. Roads were filled with cars. All of this brought calmness to my mind.

I was walking past a nearby bus stop when, suddenly, my eyes fell on a boy sitting there. I usually wouldn't care much about strangers, but that boy had a different aura. It was as if he were pulling me towards him. Mesmerized, I walked towards the bus stop and sat beside him. He looked at me smiled. My breath stopped.

# The Boy in the Rain



He was charming. Not overtly handsome, but charming. As if he directly descended from the heaven. And his eyes! Their blue tone reminded me of the sea. Serene and calm. I was so caught up in his charm that I didn't hear what he asked me.

"Could you repeat that?" I asked.

"I asked what your name was."

"Oh, I'm Maya, Maya Patel."

He laughed softly at my flustered look and said, "It is great to see you, Maya. My name is Aryan, Aryan Sharma."

His melodious voice was so entrancing that I could've sat there the entirety of my life and listened to him speak.

I was going to ask him where he lived, but just then, a bus came, and he boarded the bus waving me goodbye. Although I didn't know anything about him except for his name, I anticipated him visiting my neighborhood the next time.

Days passed by, but I didn't see the boy. Life went on as it should, and soon, one month had passed. My Midterms had come to an end, and it was time for me to relax. But not a day had passed by when I didn't think about Aryan. His beautiful face floated in my mind all the time. I passed by the bus stop many times, but he was never there.

It was raining the day after my midterms. As usual, I went out to enjoy my peaceful walk, watching the world pass around me. By habit, I went towards the bus stop. Then, there he was, the enthralling aura radiating around him. I was instantly enticed by him. He looked exactly like before, but more divinely.

"Hello," I whispered, afraid that it was just a dream. If it was a dream, I don't want to break it.

He turned around, and those blue eyes met my brown ones.

"Oh, hello again, Maya! How have you been?"

He spoke to me as if we had just met the day before. That angered me a bit. But then I remembered that he had never promised to visit me. I brushed off my frustration and sat down next

to him, catching up with all that had happened in the past month. The rain was continuing incessantly. We talked and talked, forgetting about the world around us. But before I could tell all I wanted, his bus arrived.

"We'll meet each other again next time it rains." he waved to me and boarded the bus.

I liked rain before, but now I am in love with it.

Whenever it rained, I rushed towards the bus stop and saw Aryan sitting there, his beautiful face composed and captivating as ever. And as he turned around, I saw his smile bloom. We talked about our life, our likes, and our dislikes. Being around him made me feel so relaxed.

On the last day of the forecasted rain, as he was boarding the bus, I asked, "So, see you next rain?"

He didn't say anything, but I thought I saw just a brief glimpse of sadness on his face, but the next second, it was gone, and a huge smile covered his face.

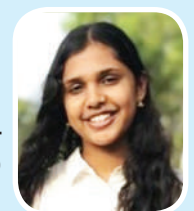
"See you Maya, goodbye!"

Then, it didn't rain for a month. Every day felt like a year to me. I was impatiently waiting for rain, praying to God every day for it. Finally, when it rained, I rushed outside to our spot. But I wasn't received with the stunning smile I had gotten accustomed to. Instead, all I saw was an empty bus stop. I waited for him, thinking he was just a bit late. But it soon turned dark, and the bus he always boarded arrived. Still, no sight of Aryan.

I waited and waited, but he never returned to the bus stop. It was as if Aryan never really existed but had been just a figment of my imagination.

I used to find peace in the rain.

No one to see you cry, no one to see your tears flow down your face. But not anymore, not after I saw the boy in the rain. Not after he left me, with a broken promise that can never be forgotten.



Nidhi Santhosh T  
SM (Electrical)




**VISIT OF**
**Shri Pareshbhai Patel, Director, KTRIBHCO at Plant**

Shri Paresh Bhai Patel, Director of KTRIBHCO visited KTRIBHCO Hazira Plant on 19 July 2021. He also visited control rooms, bagging plant, Jetty area, oxygen plant installation.

Shri Patel appreciated the initiative to set-up of Oxygen Plant at Hazira Plant for needy people during the COVID pandemic period.


**VISIT OF**
**Shri Bhikabhai Z. Patel, Director, KTRIBHCO at Hazira Plant**


The RGB delegates from Bardoli visited along with Shri Bhikabhai Z. Patel, Director, KTRIBHCO at KTRIBHCO Hazira Plant on 9 August 2021. Shri M. R. Sharma, Operations Directed extended warm welcome to the RGB delegates. He also briefed about performance of KTRIBHCO, ongoing projects, plant modifications etc.

Shri Patel appreciated the uninterrupted supply of Urea & Bio-fertilizers during the pandemic period for the interest of farming community of South Gujarat region. He also appreciated the Board of Directors for timely action for set-up of Oxygen Plant at the cost of Rs.97.00 Lacs at Hazira Plant to help the needy people during the COVID pandemic. During the visit of Director, the officials of KTRIBHCO Marketing Office, Surat were also present.

**AZADI KA AMRIT MAHOTSAV**

# KRIBHCO Celebrated 75<sup>th</sup> Independence Day

KRIBHCO celebrated 75<sup>th</sup> Independence Day on 15 August 2021 and commemorating it as 'Azadi Ka Amrut Mahotsav' in KRIBHCO township with great honor adhering to COVID-19 safety guidelines. On this occasion, Shri M. R. Sharma, Operations Director, KRIBHCO hoisted the National Flag; followed by march-past (parade) by personnel of Security Department.

Shri Sharma thanked all employees who put their sincere efforts & dedication to run the plant continuously during the pandemic period for the interest of farming community of our nation. As a part of Social Development Activities, recently KRIBHCO has installed a Medical Oxygen plant at Hazira and dedicated to the nation to fight against COVID-19. The medical oxygen will be provided to needy people and hospital at free of cost. KRIBHCO also in the process of rain water harvesting project in township and plant areas.



Shri Sharma appreciated the township residents for their cooperation to fight against COVID-19. Due to minimal presence and to adhere COVID-19 safety guidelines, the cultural programme and award function was restricted and the list of awardees of performance award and meritorious students were announced in the function.



## हिंदी सप्ताह

### कृभको में हिंदी सप्ताह 2021 का आयोजन

कृषक भारती कोआपरेटिव लिमिटेड (कृभको), संयंत्र, सूरत में दिनांक 7 से 14 सितंबर, 2021 तक हिंदी सप्ताह का आयोजन किया गया। सप्ताह के दौरान अनेक प्रतियोगिताएं जैसे हिंदी ज्ञान, शब्द-जाल - दोहे, मुहावरें, लोकोक्तियाँ, कविताएँ का ज्ञान बाने वाली एक नवीन प्रतियोगिता, प्रश्नमंच, वाद्-विवाद, पोस्टर, टाउनशिप स्थित केन्द्रीय विद्यालय-॥ के बच्चों के लिए भाषण एवं वाद्-विवाद प्रतियोगिताएं तथा टाउनशिप की महिलाओं के लिए काव्य-पठन - वीरस विषय पर आदि प्रतियोगिताएं आयोजित की गईं जिनमें कुल लगभग 100 से अधिक प्रतिभागियों ने हिस्सा लिया।

कार्यक्रम संचालक श्रीमती साक्षीदुबे, उपप्रबंधक (एच.आर.) ने श्री एस. टी. मकवाणा, अपर महा प्रबंधक (एच.आर.) एवं रा.का.स. के सदस्य सचिव की तरफ से पिछले वर्ष की गतिविधियों एवं हिंदी की प्रगति की रिपोर्ट सभी के सूचनार्थ प्रस्तुत की। इस रिपोर्ट के माध्यम से कृभको की राजभाषा कार्यान्वयन समिति के सहयोग और मार्गदर्शन से कृभको में पिछले एक वर्ष की गतिविधियों का संक्षिप्त विवरण प्रस्तुत किया गया। हिंदी सप्ताह के दौरान आयोजित की गई विभिन्न प्रतियोगिताओं में विजेताओं को कृभको के वरिष्ठतम अधिकारियों के करकमलों द्वारा पुरस्कृत किया गया।



### कृभको में 2 अक्टूबर 2021 को महात्मा गांधी की 152 वीं जयंती मनाई गयी।

कृभको में 2 अक्टूबर 2021 को महात्मा गांधी की 152 वीं जयंती मनाई गयी। कृभको टाउनशिप के निवासियों ने राष्ट्र के पिता को श्रद्धांजलि दी। इस अवसर पर, कृभको हजीरा प्लांट के परिचालन निदेशक, श्री एम.आर.शर्मा ने महात्मा गांधीजी को श्रद्धांजलि अर्पित करते हुए कृभको टाउनशिप में खादीशॉप का उद्घाटन किया। इस उत्सव पर कृभको प्लांट के वरिष्ठ अधिकारी भी उपस्थित थे। श्री शर्मा ने कृभको कर्मचारियों और निवासियों द्वारा कृभको को स्वच्छ और हरा रखने के लिए किए गए प्रयासों की सराहना की।



INAUGURATION

## Newly Installed DCS System at Plant

Replacement / upgradation of the obsoleted DCS system and Relay based ESD system of Urea plant with new Integrated Control System (DCS+ESD combined system).

Newly commissioned DCS and ESD systems were handed over to production department on 15 October 2021 for monitoring and control of plant operation in presence Shri M.R. Sharma, Operations director KRIBHCO and other seniors' dignitaries.

The plant is running smooth with ease in plant operations after the replacement of DCS/ESD systems.

Good planning, team work of KRIBHCO (Instrumentation, Production, Electrical departments and YIL) contributed to



complete the project in record time of 16 days. Centum VP system with open platform includes many operational features for ease of operation. Configuration of anti-surge control loop with 50 mSec scan time with all the philosophy of different PI actions/boost operations on control line, backup line and surge line were a challenging job and completed successfully.

## Diwali New Year Milan - 2021

In KRIBHCO Diwali New Year Milan was celebrated on 5 November 2021. On this occasion, Shri MR Sharma, Operations Director greeted on and all. 'Prerna' Ladies Club members organized a dance programme on this occasion.

After the new year function, Operations Director along with Senior Executives visited all control rooms in the plant and greeted the employees with Diwali wishes.



## KRIBHCO Donates Rs.10 Lacs for Sickle Cell Anemia Control Programme at Mandvi

The Government of Gujarat has launched Sickle Cell Anaemia Control Programme in South Gujarat region. Sickle Cell Anaemia is a genetic blood disorder, where the blood cells contain abnormal sickle shaped haemoglobin (HbS) called sickle haemoglobin. Neither the members of medical community, practicing in tribal areas of India were aware of the existence of Sickle gene in tribal population. This has resulted in misdiagnosis and mistreatment.

The public health implications of Sickle Cell Anaemia are significant leading to poor quality of life, lower life expectancy and higher rates of infant mortality.

As a part Social Development Activities and also to maintain cordial relation with nearby villages of our Kakrapar Pump House, KRIBHCO sponsored an amount of Rs.10 Lacs towards medical expenses for 300 patients in Sickle Cell Anemia Control Programme in South Gujarat region thru' Shri Tapivan Gram Vikas Charitable Trust, Mandvi, Surat.



### RASHTRIYA EKTA DIWAS

## at KRIBHCO Hazira Plant

To honor Sardar Vallabh Bhai Patel's contribution to India's Independence and unity 'National Unity Day' was celebrated on 31 October 2021.

Pledge-taking ceremony was conducted on the day to observe the Rashtriya Ekta Diwas at KRIBHCO Township wherein Senior Executives and Departmental Heads have taken National Unity Day Pledge.



*Pledge-taking ceremony on October 31 to observe the Rashtriya Ekta Diwas at Security Department and Control Rooms.*





## Foundation Day of 'Aashirwad' – 'Senior Citizens Club'

The 21<sup>st</sup> Foundation of KRIBHCO Senior Citizens Club - 'Aashirwad' was celebrated on 14 July 2021 in the presence of senior citizens residing in KRIBHCO Township. On this occasion Shri M. R. Sharma, Operations Director requested all senior citizens to take care during COVID-19. The function was organized with COVID-19 guidelines.

As a part of Social Development Activities, KRIBHCO is running a Senior Citizen Club namely; 'Ashirwad' at KRIBHCO Township, Hazira Surat to enabling them to live an independent life with respect. KRIBHCO is organizing Bhajan Kirtan, religious tours, picnic to take care of the senior citizens of KRIBHCO and nearby villages.

## Meeting of All India Kendriya Vidyalaya Teachers' Association



The All India Kendriya Vidyalaya Teachers' Association meeting was held on 29 August 2021 at KV Auditorium, KRIBHCO Nagar Surat. Shri M. R. Sharma, Chairman - Vidyalaya Management Committee & Operations Director, KRIBHCO was Chief Guest of the event. KRIBHCO providing its infrastructure facilities as a part of education activities. The President of All India Kendriya Vidyalaya Teachers Association conveyed his sincere thanks to KRIBHCO Management for providing infrastructure facilities to organize the event.

## Social Development Activities

Considering the ongoing situation of prevailing COVID-19, KRIBHCO has been extending welfare activities under Social Development Activities for nearby villages. As a part of this, 2000 masks were distributed to Shri Paramhans Sukhanandji Seva Charitable Trust, Vankal, Mangrol (Tal), Surat (Dist) which is carrying out welfare activities in the adjoining tribal areas of Mangrol.



## INDUSTRIAL RELATIONS



Newly elected Office Bearers of KRIBHCO Officers' Association



Meeting with newly elected body of KRIBHCO Officers' Association



Meeting with newly elected Office Bearers of KRIBHCO Karmachari Sangh

## Visit of Cooperative Society Delegates

The delegates of nearby Cooperative Society, Surat along with their family members visited KTRIBHCO Hazira Plant on 10 July 2021. They have also visited Control Rooms, Bagging Plant, Bio-fertilizer Plant, Jetty & Bharat Mandir. Shri M. R. Sharma, Operations Directed has extended warm welcome to the delegates and briefed about plant activities and social development activities carried out for installation of medical oxygen plant during COVID-19.



## KTRIBHCO Staff Club – Sports Activities

As a part of Sports Activities, KTRIBHCO Staff Club organized various indoor games for staff club dependents like Chess, Badminton, Carrom and Table Tennis tournament. The wards of KTRIBHCO employees residing in township were participated in the sports event.



# PRERNA

## Ek Nayi Soch

Ladies Club, KRIBHCO



The year 2021 has left Prerna Ladies' Club with some good memories though the Club had been going through the Pandemic. In year, 2020 the Club did not meet for its activities due to rise in COVID-19 cases, but in February, 2021 the Club regained the activities by praying for the wellbeing of all.

What a coincidence it was, the Club has started its activities with celebration of 'Vasant Panchami' seeking blessings from Goddess Saraswati. Next the Club met in March and had salad decoration competition. It had 6 groups who participated in salad decoration and each group did their best. The competition was judged very fairly by a panel of 3 expert judges, one among them was club President Mrs. Manju Sharma and the other two were Madam Mita Dixit - a well-known stage artist and Madam Mrs. Viraj Khandwalla - a very skillful, creative and passionate lady who has her hands on almost all the art forms. Their judgement was wholeheartedly appreciated and accepted by all the participants. The judges left with a very good impression of the Prerna Ladies Club.

Again the Pandemic brought a halt to regular Club activities. Yet, in April the Club President did not step back from doing the social works. Food packets were distributed to the labours, house help and needy.

The month July came with joy along with the monsoon beginning to shower mildly on the dry land. With the grace of GOD, club also regained its activities after a short break.





Prerna Ladies' Club has seen a steep rise in the standard of club activities under the guidance of president Mrs. Manju Sharma. This year was a remarkable one. All the club get together that were hosted had been the theme based. Each team of host did their level best to justify the themes of their turns. We can't resist from mentioning the themes here, starting from July first theme was 'Baarish Ki RimzimPukar', then next was 'Garvi Gujarat - BhalePadharya', Saawan Celebration with theme 'Sargam', someone said it so well that 'laughter is the best medicine' yes... the next club meet theme was 'HansiKeGulgule'. Continuing with the fun the next in line was cherishing good times - theme 'Back to College'.



In October, the Club had organised Kirtan on 'Durga Asthami'. This too was themed as 'Maa Vaishnodevi'. Snow-capped mountains were made for the Murti Sthapan. Beautiful decoration, melodious Kirtan and the act performed by club members on the life of Maa Vaishnodevi was all appreciated. In other club get together programme, the club had themes like 'Shyam-E-Avadh' - a Lucknowi based theme it was. Followed by it was Diwali Celebration.



December first week was again time for some social work. This time Club President decided to distribute three tier good quality lunch/tiffin box

so that it can be useful. The Club has distributed the tiffin-box to labours of the township, house helps and the needy around. Their smiles spoke a lot about how happy they were.

*The last get together of the club this year 2021 was a phenomenal one. It was the turn of club President and two more members of the club. The theme was 'Karwabeetein Hue Lamhon ka'. All the club members were given a chance to participate in one or the other performances. The decorations, performances, food, gifts everything of the eve left us awestruck.*

*The existing committee was honored for their help all-round the year. The guest house staffs were also given a tiffin box to each for their services and help.*



*Many of club members were given a farewell this year with a promise that it wasn't a goodbye but a C u Later. Our well wishes with them forever.*

*Thus, we can sum up that we had very good time at the club this year and have learned a lot. Hoping for a happy and a healthy 2022 for all. Prayers for all.*



# HRD

## at Plant

### KRIBHCO Human Resource Development is with A Vision of Train Today for A Better Tomorrow

HRD contributing to developed variety of competencies and culture for trainees to embraced their workmanship with knowledge, skill and attitude for betterment of employees and Organization.

Human Recourse Development is concern with the people's multi-dimensional development. HRD KRIBHCO, Surat has always made efforts for development of employees & trainees through developmental, functional training and soft skill-based training programmes. Due to corona no developmental training was organized.

In October 2021 GETs were joined. To strengthening the GETs, induction training was organized. Induction training programme was inaugurated by Shri M. R. Sharma, Operations Director. Shri N. K. Gupta, CGM (Tech) Shri V. K. Singh, CGM (Maint.) Shri R. K. Singhal, GM (P) Shri C. J. Shah, GM (Inst.), Shri R. K. Shukla, GM(F&S) JGMs, DGMs and Sr. Officer were present during this training programme. Shri M. R. Sharma, Operations Director, Shri N. K. Gupta, CGM (Tech.) Shri V. K. Singh CGM (Maint.) and JGM (HR/HRD) Shri S.T. Makwana have delivered their valuable speech and wishes to GETs.

Since organization is made up of people, acquiring their services, developing their skills, motivating them to high levels of performance and ensuring that they continue to maintain their commitment to the organization are essential to achieving organization objectives. HRD has organized soft skills training to Society Trainees by HRD internal faculty Nand Lal Bharati during the period.



Details of External Trainings, Remote / Online and Soft-Skill Based Training Programmes organized during the period are as mentioned below.

Sr. No.	Training Programmes	No of Participants	Date / Month
	<b>Soft Skill Training for Trainees</b>		
1	Body Language	18	21 Oct 2021
2	Knowledge Sharing	07	22 Oct 2021
3	Body Language	15	21 Oct 2021
	Total	40	
	<b>External Training-Remote/Online</b>		
1	Webinar on Digitalization in Fertiliser by FAI-New Delhi	03	06 Jul 2021
3	Advance Course on Disciplinary Proceeding by NPC-ND	02	22-23 Jul 2021
4	Inspection & Maintenance Compressor by FAI-New Delhi	02	25 Aug 2021
5	Sexual Harassment of Women at Workplace by NPC-ND	02	08-09 Sept 2021
6	7 <sup>th</sup> Edition of Industrial Safety Summit 2021 by CII-Mumbai	03	23 Dec 2021
	Total	12	
	<b>Induction Training to GETs: Department / Topics</b>		
1	Inaugural Speech		05 Oct 2021
2	HRD - Introduction of various departments of KRIBHCO and their functions HR-Functions of HR Department (Policies, Code of conduct, perks and benefits, leaves etc) Functions of HR Department (Policies, Code of conduct, perks and benefits, leaves etc)		
3	Security - Rules & Procedures (Plant, Township & Outside) & Security threats to persons & Material precautions, Material Movement, Access, Gate control. Labour & Material Movement, Personal Pass, OD Pass. MDA etc.		
4	F&S - Chemistry of fire & Hazards in Fertilizer plant & Accident Prevention measures, Work Permits, Types, significance and procedures, Demonstration of different type of Extinguishers and Firefighting equipment Breathing Apparatus.(B.A.) and coupling of fire hoses and other safety equipment, Work Permits, Types, significance and procedures.		06 Oct 2021
5	Medical - Basic life support & first Aid to medical emergency, Occupational Health hazards in Fertilizer Industries and management of burn injuries.		15 Nov 2021
6	Production - Overview of Production - Ammonia plant, Urea Plant Instrument - Role / Function of Instrument Maintenance Department		16 Nov 2021
7	Mechanical - Role / Function of Mechanical Maintenance Department / NDT aspects. & Drawing - Designs/work calculations etc./MPC. Electrical - Role /Function of Electrical Maintenance Department and Electrical Safety & Elect. / Tele Comm. Dept/ Workshop etc.		17 Nov 2021
8	Material - Information related to Material Management Stores - Overview of stores / procurement procedures etc.		18 Nov 2021
9	Offsite - Overview of Production - Offsites Power - Overview of Production - Power Plant PHP & Transportation - Overview of PHP & maintenance aspect & Transportation.		22 Nov 2021
10	HRD - Soft Skill Training / Attitude Laboratory - Environment and Pollution Control in Ammonia & Urea Plant, Osha, aspect and impact analysis Safety System and Protection Bio Fertilizer - Overview of & Bio-Fertilizer Plant visit		23 Nov 2021
11	Process - Plant Process, Energy Conservation in Fertilizer Industry, Specific Energy Consumption, Retention Price, Fertilizer Policy etc. F&A - Overview of Finance & Accounts related matter		25 Nov 2021

HRD is trying to strengthening to employees through providing learning / reading / technical articles through mail. As we know, Learning is a continuous process for enhancement of personal effectiveness. Information is now the most valuable organizational resource in virtually industry. HRD believe, learning is helpful in self-development and building of organizational culture. Technical Library is providing articles to employees / readers through email. During the period 23 articles were mailed to employees.



## Vocational Training

Vocational Training is an important part of Industrial Education. KRIBHCO is providing Vocational / Industry Training facility to Under Graduate, Post Graduate and Research Students under their Social responsibility commitment. 14 students from different colleges & universities have completed vocational training during July to December 2021.

### Status of Society Trainees from July to Dec-2021

DISCIPLINE	Jul	Aug	Sep	Oct	Nov	Dec
PRODUCTION	54	54	44	48	48	4
LAB	3	3	3	3	3	0
MECHANICAL	18	18	18	19	19	19
INSTRUMENTATION	6	6	6	9	9	9
ELECTRICAL	4	4	4	6	7	7
PURCHASE/MATERIALS	1	1	1	0	0	0
HR	2	2	2	2	2	2
FIRE & SAFETY	2	2	0	2	2	2
Total	90	90	78	89	90	43

## Pre-Superannuation HR Meet 2021

HR has started a unique superannuation programme to motivate employees, aware from their benefits & liabilities, to make familiar after retirement and nurture their future before retirement. Following Pre-Superannuation Meet organized at HRD.

Sl. No.	Date	No. of Employees Attended the Meeting
01	06-08-2021	06
02	09-12-2021	08

HRD Department is paying attention & contributing their efforts to train trainees through technical & soft skills training regularly for upgrade knowledge, skills & attitude. KRIBHCO has realized the importance of training as a tool to achieve strategic goals. KRIBHCO management is viewing training as an investment on dynamic and valuable employees. HRD Department is dedicated for Nurture and Train to trainees and makes a smarter force to meet challenges in the day-to-day change scenario.



**VISIT OF**  
**Public Accounts Committee Members, Gujarat Assembly, Gandhinagar at KRIBHCO Hazira Plant**



The members of Public Accounts Committee, Gujarat Assembly, Gandhinagar visited Hazira Industrial Area on 23-24 December 2021. The interaction programme with Heads of KRIBHCO, ONGC, Reliance, L&T, Adani, GSEG, AMNS, NTPC, Shree Ram Mills Ltd., IOCL, Shell Hazira, GPCB was arranged at KRIBHCO Hazira Plant.

On behalf of KRIBHCO, Shri M. R. Sharma, Operations Director welcomed all the members of Public Accounts Committee and on behalf of Hazira Area Industries Association a warm welcome was given to the committee members.

Shri M. R. Sharma on his interaction address, pointed about the importance natural farming, use of bio-fertilizers and various measures taken by KRIBHCO for environment protection. Shri Sharma also briefed about KRIBHCO Plant activities, upcoming projects and more particularly during

COVID-19 when other industries are facing difficulties, KRIBHCO successfully run the plant for the farming community of our nation. Shri Jayesh Gajjar, General Secretary of Hazira Area Industries Association presented the activities and contribution by the Hazira Area Industrial Association. The programme was coordinated by officials of GPCB.

Shri Punjabhai Vansh, Chairman of the Committee interacted with Heads of Hazira Industries and appreciated the contribution of Hazira Industries for the economic growth of Gujarat. Shri Punjabhai also appreciated the dedicated efforts by KRIBHCO Management, officers, employees for running the plant without any interruption during pandemic for the interest of farmers. The committee also visited nearby industries of L&T and AMNS at Hazira.



Kick start of cleanliness drive & oath by Operations Director Shri M. R. Sharma at Administration Building on 1 September 2021 wherein the Team of 'Swachhata Abhiyan' were also present along with employees.

## Swachhata Abhiyan

As part of 'Swachhata Abhiyan' mission and to make our township neat and clean 'Clean KRIBHCO, Green KRIBHCO', cleanliness drives were held in Plant, HAEP Plant and in township. With the aim of cleaning and beautifying the township, many residents come together and participate in the drives with zest.

During this period, an inter plant best cleanliness and housekeeping award for Ammonia-1, Ammonia-2, Urea-1, Urea-2, Power Plant, Product Handling Plant, Offsite Plant, Bio-Fertilizer Plant and HAEP plant were carried out.

Poster and Slogan competitions on the theme of 'Not to use single use plastic and to discourage use of plastic' for KRIBHCO Employees and Kendriya Vidyalaya Students.



Oath Ceremony at HAEP Plant Control Room on 2 September 2021

Lecture on Plastic Waste Management at HRD Centre on 10 September 2021



Cleanliness drive at Fire & Safety

Human Resource development, also known as HRD, is the training and development being provided to employees of KRIBHCO. It's the way, KRIBHCO skills up its staff so that they can work at their best and give a competitive edge in industry.

HRD at KRIBHCO entails onboarding / induction programme for new joiners, mentoring and coaching of interns, organizing various conferences, seminars, workshops, study visits of cooperatives, residential programmes, in-house training, medical talks and campaigns.

This COVID pandemic in last two years has come up with a focussed approach towards the wellness and healthy living of KRIBHCO's employees and their families. As a part of this approach, various health campaigns, vaccination campaigns and health related awareness sessions were conducted. This ultimately resulted in significant lowering down the cost of medical expenses of the manpower as well as their dependents.



# HRD

at Corporate Office,  
Noida

## Session by Marketing Director

Marketing Director, Shri V S Sirohi consented to share his insights on the topic '**Motivation for Enhancing Employees' Productivity**'. The aim was to help employees come out of the fear and trauma of second tragic wave of COVID and help them realize their inner strengths and work on self-motivation aspect. The programme turned out to be a great success as employees from all departments attended the session and got benefited too.



## Medical Talks and Campaigns

### Cardiac Talk Show by Medical Expert

Looking into the high rise in rate of heart diseases and making it number cause of mortality as a silent epidemic among Indians, HRD Team at KRIBHCO invited the one of the best cardiologists of India, Dr. D S Gambhir to deliver a cardiac talk show. The aim was to make the employees of KRIBHCO aware about various cardiac related issues and to help them keep their diet nutritious in order to maintain a healthy lifestyle.



### Overall Health Check-up Camp

Another health campaign in association with MAX Health care was also organized to provide free overall health check-up and consultation for all employees of Corporate Office.

Employees availed advantage of these medical campaigns and got better awareness of their health-related issues.



### Free COVID Vaccination Camps

During COVID pandemic, KRIBHCO has extended all possible support to the employees and their family by purchasing oxygen concentrators, medicines, providing on-line consultations, etc.



Also, free COVID vaccination camps were organized in June, November and December 2021 for all employees, their dependents and also the vendors' staff associated directly or indirectly with KRIBHCO. More than 200 persons got vaccination and the entire cost was borne by KRIBHCO.



### Orthopedic Camp

An orthopedic campaign was also organized in association with Akash Healthcare in KRIBHCO Bhawan wherein employees were provided free check-up and consultation for any ortho related problems including free X-rays, Bone density check-up, etc.



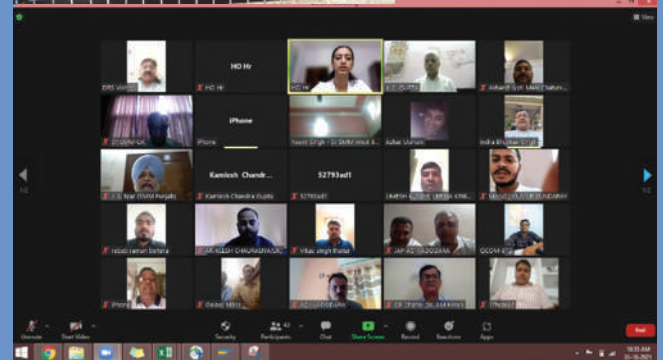
## Session by Brahmakumaris

HRD at KRIBHCO also invited faculty from Brahmakumaris to deliver a session on 'Meditation for Blissful Living'. The main objective of the programme was to eradicate the stress of employees due to personal and professional factors and prepare for positive change in behavior with a move towards happiness.



## Observing National Unity Day

HRD Team conducted National Unity Day on 31 October 2021 by observing a pledge ceremony in all offices of KRIBHCO PAN India. Employees of Corporate Office and Field Offices joined the ceremony online on Zoom meeting and employees of Plant observed Unity Day by getting together physically in Plant premises.



## Study Visit to KRIBHCO

As a part of various leadership programmes conducted by NCCE, HRD team at KRIBHCO also organizes various study visits at KRIBHCO Bhawan, NOIDA including visit to Soil and Seed Testing labs. Recently, two study visits of different groups were organized with a batch size of 30-35 participants each.



## 68वें अखिल भारतीय सहकारी सप्ताह

68वें अखिल भारतीय सहकारी सप्ताह के दौरान कृभको भवन नोएडा में दिनांक 16 नवंबर 2021 को एक निबन्ध प्रतियोगिता शीर्षक (सहकार में समृद्धि) का आयोजन किया गया जिसमें कृभको के समस्त अधिकारी एवं कर्मचारी वर्ग ने उत्साहपूर्वक भाग लिया। इस के अतिरिक्त दिनांक 18 नवंबर 2021 को सहकारिता सप्ताह के दौरान सहकारिता पर आधारित प्रश्नोत्तरी प्रतियोगिता का भी आयोजन किया जिससे सभी प्रतिभागियों ने बढ़चढ़ कर हिस्सा लिया।

निबन्ध प्रतियोगिता में निम्नलिखित प्रतिभागियों को पुरस्कार हेतु चयन किया गया।

प्रश्नोत्तरी प्रतियोगिता में निम्नलिखित प्रतिभागियों को पुरस्कार हेतु चयन किया गया।

- श्री बी.पी. शुक्ला - प्रथम
- श्री गुरुप्रसाद हिरेमथ - द्वितीय
- कुमारी मलीका - तृतीय

- श्री मोहित - प्रथम
- श्री नितेश कुमार मिश्रा - द्वितीय
- श्री राजीव कुमार जैन - तृतीय



# GRAMIN VIKAS TRUST

## GVT awarded as the 'Best NGO creating impact in Agriculture'

Shri Shiv Shanker Singh, Chief Executive Officer of Gramin Vikas Trust received the 'Best NGO Creating Impact in Agriculture' award by Agri Award Summit & Agri Awards 2021 announced in Hyderabad on 2 August 2021 which is one of the most prestigious recognition award for its significant contribution in transforming agriculture-based livelihoods through integrated farming practices, climate resilient agriculture, precision technology in agriculture, wasteland development, soil and water conservation and watershed development enhancing the crop productivity by offering innovative and superior Agri inputs and services and uplifting the marginalized rural and urban community especially farmers and tribal population.

Gramin Vikas Trust has bagged this award out of 100 entries from PAN India level based on jury rating.



## GVT: Best NGO for Sustainable Farmer Income Enhancement

Gramin Vikas Trust (GVT) through its various interventions over the years, has managed to develop and implement income enhancement programmes providing integrated agriculture and livelihood support to marginal and underprivileged communities. FICCI recently hosted Agriculture summit and conducted its first ever Sustainable Agriculture Awards with the objective of recognizing and showcasing organizations and programmes that promote sustainable agriculture development. Gramin Vikas Trust has been awarded 'Best NGO for Outstanding Sustainable Farmer Income Enhancement' at Agri Summit & Agri Awards by FICCI.

Shri Shiv Shanker Singh, Chief Executive Officer of Gramin Vikas Trust was felicitated with the Award along with Shri Shailesh Kotru, Lead Business Development and Smt. Tripti Khanna, National Programme Head.





## Waste to Wealth

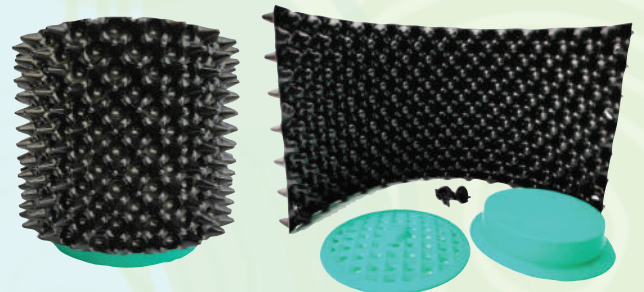
Gramin Vikas Trust, has bagged the most innovative project which deals with the pressing issue of climate change and livelihoods. The project location is Golaghat (Assam) and is being funded by the HDFC Bank to deal with the massive issue of plastic waste in the respective region. In this project GVT will capacitate the local communities to act as waste collectors and will use electronic vehicles for this purpose.

GVT will establish the sheds which will be used for dumping and segregation of waste into different categories such as biodegradable, non-biodegradable, e-waste and other biomedical / hazardous waste etc. Smart Waste Centers will be established to segregate and aggregate dry waste to clean the cities, increase recycling, reduce landfills and give waste pickers a job to be proud of. Unlike any other pots and planters currently available, alpha planters are designed to enhance the water and nutrient use efficiency through its bottom retention system providing rich microclimatic condition in and around the root zone supported by vapor lock mechanism built in its futuristic pedigree design. The vapor lock design mimics the rainforest effect by creating rich microclimatic conditions as well as all around aeration beneficial for the plant growth. To give sustainability aspect, the convergence model will be followed in Public Private Partnership (PPP) mode along with Government MSME facilities. Also, a Community Based Enterprise (CBE) will be formed to evolve as business set up by residents in a particular community to encourage self-help activities.

## HDFC Bank's HRDP West Sikkim Programme by Gramin Vikas Trust

GVT in collaboration with HDFC Bank 'PARIVARTAN' has initiated a 3 years Holistic Rural Development Programme (HRDP) in WEST Sikkim. The programme is being executed in 14 targeted villages of 3 blocks namely Hee-Martam, Gyalshing and Soreng with emphasis on Water Resource Development and Prevention of Soil Erosion, Agriculture Development, Training, Capacity building, Awareness Programmes, Institutional development, Animal Husbandry & Infrastructure Development to improve the present situation of the villages and to sustain their socio-economic upliftment.

The project aims to benefit about 3000 marginal and under-privileged tribal people through generating sustainable livelihood alternative in the fiscal year 2021-22 with the key objective to generate awareness on different Natural Resource Management techniques for water conservation, motivate farmers towards adoption of new agricultural techniques, community awareness on health and sanitation, promote income generation activities for women and youth. GVT has also undertaken goat rearing as an activity with an objective of developing sustainable income generation, self-reliant farmers and upgrade socio-economic status of the goat farmers.





# GRAMIN VIKAS TRUST

## Hon'ble Finance Minister hands over the Certificate to GVT's FPO

Hon'ble Finance Minister, Government of India, Smt. Nirmala Sitharaman, visited Jammu on 23 November 2021. On this occasion, the Minister handed over the Registration Certificates to representatives of five FPOs. Among the five FPOs, Batote Farmers Producers Company Limited was established by Gramin Vikas Trust under Central Sector Scheme 'Formation and Promotion of 10,000 new Farmer Producer Organizations (FPOs)'. Shri Manoj Sinha (LG, Jammu and Kashmir), Shri Jugal Kishore Sharma (Member of Lok Sabha), Shri R K Chhibber (Director of J&K BANK) also graced the event. GVT is establishing and providing technical assistance to 25 No. of FPO's for the fiscal year 2020-21 under the same programme in various states.



## Assam Project on Forest and Biodiversity Conservation

Gramin Vikas Trust has signed an MOU with The Forest Department of Assam, for the Assam Project on Forest and Biodiversity Conservation. The project is supported by the French Development Agency – Agence Française de Développement (AFD) and the State Government of Assam. The project focuses on increase of the forest cover in the state facilitating enhanced carbon sequestration to cater the UNFCCC's INDCs goals through robust and participatory Sustainable Forest Management (SFM) practices. Gramin Vikas Trust will initially work in Jorhat and Kokrajhar districts of Assam and the total outlay of the project is Rs. 42.78 Crore.

## Gujarat

On the occasion of World Indigenous People's Day on 9 August 2021, Toolkits were distributed to GVT-VTC trainees by Gujarat State Home Minister Shri Pradipsinh Jadeja along with D'Sag CEO Shri R S Ninama (IAS), Shri Dharmendrasinh Jadeja (Minister), MP Shri Jaswantsinh Bhabhor, MLA Shri Shailesh Bhabhor, District Collector Dahod Shri Harshit Gosavi IAS, DDO Shri Tejash Parmar at Dahod, Gujarat. Also GVT-VTC Participated in this programme in five different blocks i.e., Dahod, Limkheda, Garbada, Jhalod and Fathepura.



A Farmers Meeting was organized with Forest Department for first newly formed Farmers Producer Organization (FPO) by GVT in Garbada Block of Dahod District, in which Shree Ramkumar IFS, PCCF, Gandhinagar, Ms. Anuradha Sahu IFS, CCF Vadodara, DCF Dahod, Forest Department Dahod Officials, Representative of Green Ply Company & GVT Staff participated in the meeting.

NITI Aayog Officers, as part of field monitoring & evaluation of ONGC CSR Projects interventions on Community Open Well with solar system, Agri Dairy Model, Renovation Check Dams etc., visited Dahod District on 20 September 2021. They also interacted with the beneficiaries of the project and found satisfactory output on project front.



## NLRI & SRM

The Rojgar Mela was organized in association with School of Rural Management, Ratlam at Jaora and Piploda, Ratlam District, on 27 November 2021. A large group of participants attended the programme which was facilitated by the local Janpad Panchayat, Jaora.



Under the National Cooperative Conference on 25 September 2021 at NLRI, Ratlam (MP), a day training programme for farmer's groups was organized at NLRI campus by the Cooperative Societies of Ratlam District, MP. Shri JP Singh (DGM, KRIBHCO Bhopal) and Shri R.S. Rathore, (Sr. Area Manager, KRIBHCO, Indore) facilitated training to a large number of participants.

GVT-NLRI has organized two big events on 6 December 2021 at Nimuch District with the help of Jaju Girls College and PG Govt College Nimuch in Swami Vivekanand Career Margdarshan programme for Graduate and Post Graduate students under School of Rural Management promotion and admission programme. The principals of both colleges came forward for collaboration on various aspects like students exchange, short term trainings / industrial training programme (MSW / BSc Biotech / BSc and MSc students) of both colleges that will be held at GVT-NLRI from next session.



GVT-NLRI has started 45 days residential training programme under Agri-clinic and Agri-business centre scheme with effect from 18 November 2021 to 3 January 2022 as per norms and guideline of MANAGE, Hyderabad, at our GVT-NLRI campus, Bhadwasa, Ratlam. A total of eight candidates have been enrolled and presented during inauguration session of this training and all the candidates are getting training as per schedule.



# GRAMIN VIKAS TRUST

## Jal Jeevan Mission

GVT has been empanelled by Ministry of Jal Shakti to work in nine states namely Jammu & Kashmir, Assam, Madhya Pradesh, Uttar Pradesh, Sikkim, Rajasthan, Himachal Pradesh, Uttarakhand and Jharkhand as Implementation Support Agency under Jal Jeevan Mission to provide safe drinking water supply to every household by the year 2024. Under the National Jal Jeevan Mission, GVT is working as a National level Key Resource Center at PAN India level to capacitate institutions and communities for drinking water, functional household tap connections and other essential components.



## GVT EAST

Hon'ble Deputy Commissioner of Godda **Shri Bhor Singh Yadav** visited GVT – KVK campus on 25 September 2021. During the visit he interacted with the Head and staff members of the GVT – KVK and highly appreciated the demonstration of different technologies in the farm.



On the occasion of 75<sup>th</sup> Independence Day under 'Amrit Mahotsav' as well as Establishment Day of ICAR (on 16 July) a tree plantation programme was organized in GVT-KVK, Godda in association with farmers and GVT-KVK staff.



Visit of Sri GK Nair (CGM, NABARD) to WADI, Latehar in Jharkhand. 1000 tribal families have been covered under the programme and have planted Mango and Guava fruit plants in their barren land. CGM visited the planted area, the intercrop of groundnut has also been taken in the field providing additional income. He also discussed with farmers regarding the benefit they are getting from the programme and the issues and problems they are facing in protection of plant in this dry zone area.





School of Rural Management (SRM)

School of Rural Management, Ratlam is imparting 2 years full time Post Graduate Diploma in Rural Management. Students are being trained in the area of Rural Development with dual specialization in any of the following area such as HR, Marketing, Accounts, Analyst, and Key Customer Relationship. The course also includes six months' additional module in **Advanced Strategic Management**.

**Benefits as Student of SRM**

PGDM from SRM - one of India's leading management schools in rural management, SRM is known for:

- Highly qualified and experienced faculty from professionally managed industries / NGOs.
- Live & Interactive Digital Learning Platform.
- 30-Day per 2<sup>nd</sup> & 3<sup>rd</sup> & 15 Days per 1<sup>st</sup> & 4<sup>th</sup> semester Off-Campus Immersion modules.
- Leading theoretical & practical perspectives.
- Transition to HLM (Higher Levels of Management).
- Qualify to earn Professional Alumni status from SRM Ratlam.
- Access to interactive live sessions with industry stalwarts.
- Flexibility of attending the additional classes online from anywhere.
- Personalized feedback from industry experts.
- Up-skill students to build a strategic roadmap for the organization in any domain of one's interest.
- Broadening the outlook while making business decisions.
- Analyze organizational resources and competencies.
- Understand the relevance of macro-level factors such as globalization or policy reforms for pursuing sustainable growth strategies.



**Convocation Programme 2021 at School of Rural Management (SRM), Ratlam**

School of Rural Management (SRM) hosted its 'Convocation programme' to award the Post Graduate Diploma in Rural Management to our Alumnus on Saturday, 28 August 2021. Hon'ble Shri Shiv Shanker Singh (CEO GVT), Shri Kumar Purusottam (Collector, Ratlam), Shri Himanshu Prajapat (SDM, Jaora), Dr. Arun R. Joshie VC, Shri Motwani Ji and a large number of dignitaries and students participated in the Convocation programme.

# Vigilance Awareness Week – 2021



Vigilance Awareness Week-2021 was observed during 26 October to 1 November, 2021 in all the units of KRIBHCO viz. HO, Plant, and Field Marketing Offices. The week in which 31 October, the birth day of late Shri Sardar Vallabhbhai Patel falls is observed as Vigilance Awareness Week as Sardar Patel was an unmatched craftsman of national integration who had exceptional leadership capabilities. He integrated the country and was a shining example of probity in public life.

The theme of this year's Vigilance Awareness Week was 'Independent India @ 75: Self Reliance with Integrity'. Observation of Vigilance Awareness Week was one step towards sensitizing the employees of the KRIBHCO to bring more transparency in their working and shouldering the responsibility that each and every employee of the organization should work as a Vigilance Officer.

## *The following activities took place during the Vigilance Awareness Week - 2021*

On 26 October 2021, pledge was administered to all the employees by Heads of the Departments in all the units of KRIBHCO. At Corporate Office NOIDA, pledge was administered to General Managers and above by **Hon'ble Managing Director in Board Room**, wherein Marketing Director, Director (HR), Executive Director (Finance), Executive Director (Marketing & CR), Chief Vigilance Officer and all General Managers of CMO, F&A, and Technical Department were present. Subsequently, all Departmental Heads also administered integrity pledge to their subordinate staff in HO and CMO. At Plant Surat, pledge was administered by Operations Director at Administration building, wherein senior officers and employees of HR, F&A, purchase and MS department were present. Beside this at Plant, pledge in all control rooms, technical building, Lab, Workshop etc was administered by respective Heads of Departments. Similarly, pledge was taken in Marketing field offices.

*Vigilance Awareness Week celebration banners were displayed in all the office premises of KRIBHCO pan India.*

*To create public awareness, an e-pamphlet on 'KRIBHCO believes in Corruption Free Environment' was prepared*

*and published on KRIBHCO website in Hindi and English by Managing Director on 26 October 2021. This was also sent through e-mail to users.*

*An on-line Vigilance Awareness Quiz was organized on 26 October 2021 at Corporate Office in which thirty-one employees participated and received an auto generated quiz participation certificate duly signed by Managing Director and Chief Vigilance Officer.*

*Further, an on-line Essay Competition on the theme of Vigilance Awareness Week 'Independent India @ 75: Self Reliance with Integrity' was organized on 27 October 2021 at Corporate Office in which ten employees participated and prizes were declared for first three positions.*

*All the above activities are performed strictly adhering to COVID-19 protocol.*

*Vigilance Department is making continuous endeavor to sensitize the employees towards their role in combating corruption and to create a corruption free environment in the organization through discussions during Vigilance Inspections.*



# THE RAGE

The morning is wonderful.

The air is pleasant, and the weather is just perfect.

I walked to my car garage humming an old Hindi film tune. On the way, some of my friends waved at me, and I cheerfully waved back. Today is going to be a great day.



As I reversed my car from the garage, another car wheezed past me, and I almost had to bang my brakes. I cursed under my breath. Some people are always like that! They never care about others.

I told myself not to get upset. The morning is beautiful, and I should not waste it.

I switched ON the ignition, put ON my favourite FM station, and started my journey

to the plant in good spirits.

While turning from my street to the main road, I saw Patel Bhai coming. As always, he was coming very slowly. May be, he is enjoying the morning a little too much! I put a little more accelerator and got to the road just before Patel Bhai. He had to apply his brakes a bit and turn his car. I got a mild dose of guilty feeling. Should I have waited? But wasn't Patel Bhai a bit too slow? It is not fair to use the road so leisurely.

The turning to the service road at the first gate was busy as usual. I slowed down, followed the long chain of cars patiently, and reached Kawas Patia. But, by that time I had started glancing at my watch a bit more frequently!

There were no traffic police at Kawas Patia. Heavy trucks were coming almost like a convoy. If I wait for all of them to pass, I will definitely get late. But the car in front of me was too reluctant to move forward. So, I circumvented it and went ahead. The speed breaker is kept there for a purpose. Isn't it? The trucks coming from that side will have to slow down. After all, it is a daily affair for us, whereas it is a one-off issue for the trucks.

As I took my car to the service road to the plant, an auto-rickshaw came from nowhere and brushed past me. The rascal didn't even look back. I felt furious. But I can't even follow him and scold. These rickshaw wallahs don't listen to anybody. For them, minor scratches are routine.

I just hoped that nothing serious had happened to my car. I will check it when I reach my office.

I gave the 'left' indicator and proceeded to the plant road. One Ritz car was coming from the railway colony side. He seems to be in too much of a hurry. He flashed his light. I got

angry. What does he think about himself? Isn't he acting over smart? I flashed my light twice and got to the plant road in front of him!

There was a long chain of cars ahead. The car just in front of me was going very slowly. I tried to overtake him 2-3 times, but the fool will speed up as soon as I got near him! In deep frustration, I long blew my horn as if to scold him and, went reluctantly to his back.

Then I saw the same Ritz car from the railway colony side in my rear-view mirror, coming very speedily from the backside. Oh! He wants to get in front of me! Can't he see the long chain of cars? Why can't he learn some traffic manners? I decided that I will not let him get between us. So, I kept my car very close to the vehicle in front of me.

The Ritz car and my car went parallel for a long distance. He was desperately trying to get in front of me, but I was determined in not letting him in. I knew that if I left more than a meter gap, he would come in between, and I would have no option. So, I concentrated absolutely and closely followed the car in front of me.

At the inverted fork near Sai Mandir, one car came from the opposite side. So, I knew our parallel journey had to end there. The Ritz fellow would put all his efforts to come in-between. So, I took more care to leave as tiny a gap possible between us. He tried honking his horn, but I didn't relent. Finally, he had to slam his brakes, as even the car behind me also didn't allow him to enter before him! I felt a great sense of achievement!

I had forgotten all about the beautiful morning. After parking my car in front of my office, my only thought was to check my car for any dents from the auto-rickshaw. Luckily it was only a minor scratch. I felt relieved.

As I walked towards the punching machine, I saw Patel Bhai parking his car. How is it possible? After hurrying so much, I saved only less than two minutes?

Now, I felt terrible. I have ruined a beautiful morning in a mindless race. I could have come like Patel Bhai, enjoying the morning, journey, and the music, but I wasted everything! On top of that, I even got some scratches in my car!

Am I doing the same with my life as well? Am I ruining the journey of life for petty races?

I have to stop this. I promised myself. I would not let the road rage overpower me again.

Then I felt like laughing at myself. Hadn't I made the exact resolution last week also?



**Santhosh T**  
Senior Manager (Electrical)  
Urea Plant



## Independence Day Celebration

75<sup>th</sup> Independence Day was celebrated at Factory Gate and in Fertiliser Public School. The Indian Flag was unfurled with National Anthem by our Hon'ble MD, Shri R.K. Chopra. Patriotic songs were sung by School teachers to mark the importance of the day.

Independence Day is a reminder of the sacrifices of our valiant freedom fighters who stood up against the colonizers and even suffered harsh consequences unflinchingly, so that the later generations could breathe in free air.



## Best Production Performance Award by FAI



It is matter of great pride that KFL bagged Best Production Performance Award 2020 for improvement in overall performance of a company, awarded by FAI, New Delhi.

This award was received by Shri N.K. Agarwal, GM(O&M) on 1 December 2021 in Awards Presentation Ceremony held in New Delhi. The award was given by Shri Trilochan Mohapatra, Secretary, DARE & DG(ICAR), Chief Guest of the function.

## Golden Peacock Environment Management Award - 2021

KRIBHCO Fertilizers Limited has won the prestigious 'Golden Peacock Environment Management Award (GPEMA) 2021', awarded by Institute of Directors (IOD), New Delhi.

On behalf of the organization the award was received by Shri Adesh Kumar Singh Dy. General Manager (E&QC), in a virtual award ceremony on 8<sup>th</sup> December, 2021 in the presence of Chief Guests, Shri Pankaj Kumar, IAS, Chief Secretary, Govt. of Gujarat & Shri Sunil Sharma, IAS, Special Chief Secretary - Energy, Govt. of Telangana State. Dr. Graham Wilson, Leadership & Organization Development, University of Oxford, UK. They also appreciated the efforts done in the field of Environment Management System at KRIBHCO Fertilizers Limited, during the award ceremony.





## Celebration of National Energy Conservation Day (NECD 2021)

In a bid to raise mass awareness about the importance of energy conservation, India observes National Energy Conservation Day every year on 14 December. In KFL too, 31<sup>st</sup> National Energy Conservation Day was celebrated with full enthusiasm by Process Engineering Department under the initiative of Government of India - 'Azadi ka Amrit Mahotsav', as announced by The Bureau of Energy Efficiency, India.

During the two days programme, Process Engineering Department under the guidance of Shri A.K. Chauhan (Jt.GM-TS) organized various activities and competitions like awareness programmes, slogan competition, poster competition, quiz / crossword competitions and short video film competitions to sensitize the employees and their families about the importance of conserving energy by avoiding its unnecessary uses & wastages which is indispensable for storing energy for future use. On this occasion, KFL's Energy Policy was inaugurated and Energy Conservation Oath was administered to the gathering by Hon'ble M.D. Shri R.K. Chopra. Shri R.K. Chopra also distributed the prizes to the winners of various competitions.

## Sports Tournaments

Anandam - the Club organised various tournaments like Volley ball, Table Tennis, Chess, Carom, Billiards, for employees and their family members. All the participants took part in the respective games with full enthusiasm. Prizes were distributed to the winners by Hon'ble MD, Shri R.K. Chopra.



## Anandam the Club Activity

Deepawali Celebration & Gift Distribution was organised by the Anandam - the Club for its club members in the township. On this occasion, Silver Coins as Deepawali Gift were distributed to all the club members by Shri R.K. Chopra, Hon'ble MD. Fire crackers show was also organised on this occasion. All the club members along with their family members, celebrated and enjoyed the festival of lights with full enthusiasm.



# C L U B Pragati Mahila Mandal

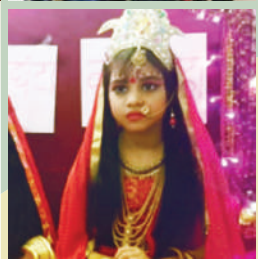
## A C T I V I T Y

तीज का त्यौहार अलबेला खुशियों का पैगाम लेकर आया। कोरोना के आंकड़े गिरते जा रहे थे और इसी खुशी में प्रगति महिला मंडल ने यह त्यौहार नृत्य और झूला झूल करम नाया। सभी सखियां इंद्रधनुषी रंगों में सुसज्जित थीं। तीज के शुभ अवसर पर सभी सखियों को ट्रेवलिंग बैग और कॉस्मेटिक किट उपहार स्वरूप प्रदान किए गए, जिस से त्यौहार की खुशी दोगुनी हो गई।



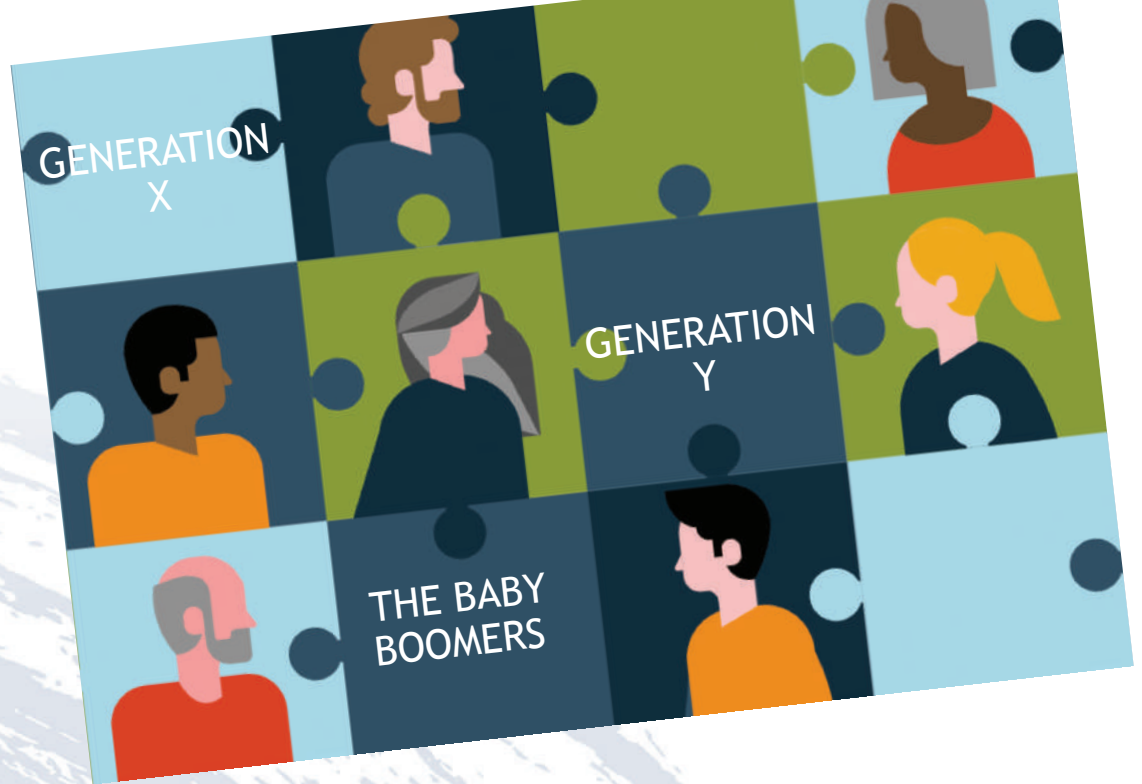
कोरोना की तीसरी लहर आने के अंदेशों के कारण नवरात्रि उत्सव सामूहिक रूप से आयोजित नहीं किया गया, किंतु देवी स्तुति तो अनिवार्य थी। इसलिए आदरणीय श्रीमती सुमन चोपड़ा जी ने अपने निवास स्थान पर ही प्रत्येक नवरात्रि दिवस पर कन्याओं का सिंगार कर के उनको उन देवियों का रूपधारण कराया जिस देवीका वह दिन होता था, तत्पश्चात् उस देवी का विधिवत पूजन करके ज्ञषश्र परिवार व फैक्ट्री की सुख समृद्धि की कामना की।

सजने संवरने वाला सुहाग का त्योहार आया करवा चौथ, जिसे सभी ने श्रद्धाभाव के साथ मनाया। प्रार्थना और गीत संगीत के साथ पूजा की थाली सजा कर सभी ने अपने जीवन साथी की दीर्घायु के लिए व्रत रखा।



फिर आया वर्ष का सबसे बड़ा त्यौहार दीपावली, जिसे बड़े हर्षोल्लास के साथ सभी सखियों ने क्लब में गीत संगीत के साथ मनाया। प्रगति महिला मंडल की ओर से सभी साथियों को इलेक्ट्रिक ग्रिल सैंडविच मेकर उपहार स्वरूप दिया गया। फुलझड़ी जलाकर त्यौहार का आगाज किया गया। आदरणीय श्रीमती सुमन चोपड़ा जी का ध्येय सदैव ही चहुंओर ढेर सारी खुशियां बांटने का होता है, अतः वे सभी शुभ अवसरों पर अपने साथ-साथ केएफल के प्रत्येक निवासी को खुश देखना चाहती हैं। इसी मनोकामना के साथ उन्होंने पगपग पर हमारा साथ देकर किसी भी कार्य को सफल बनाने वाले साथियों व अन्य जगह कार्य रत बंधुओं, जैसे मंदिर के पुजा रीजी, गौशाला के रक्षक, ढोल कब जाने वाले बाबा, ऑफिस के चपरासी, गार्ड, इत्यादि को भी छाते व बर्तन वितरित करके दीपावली की शुभ कामनाएं दी।





# Multi-Generational Workforce

## Advantages of Multi-Generational Workforce

There are several benefits to be gained by the whole organization when a multi-generational team works well together. A positive, inclusive work culture can lead to business success by enhancing recruitment, retention and profitability.

- The team can attract and retain talented people of all ages.
- The team is more flexible.
- The team can gain and maintain greater market share because its members reflect a multi-generational market.
- Decisions are stronger because they're broad-based with multiple perspectives.
- The team is more innovative and creative.
- The team can meet the needs of a diverse public and can relate more effectively

## Current Scenario

Today's managers face an unprecedented set of challenges. As organizations prepare for the coming generational shift, they need to take full advantage of the knowledge of their experienced workers, while at the same time rethinking old paradigms about what work is and how it gets done.

A major challenge for today's Baby Boomer managers is to figure out how to develop younger workers into tomorrow's managers under a new model. A pivotal question for managers is, "Do we want our legacy to be of mentoring and empowering the next generations, or of fighting them tooth and nail?" Organizations that embrace generational differences in values, ways of getting things done, and ways of communicating will thrive.

Never before have three generations worked side-by-side in the workplace. As the Gen Xers entered the workforce, they increased job hopping in an effort to increase their income and/or to balance their lifestyle.

Today's  
Multi-generational  
Workforce

**The Baby Boomers**  
Born between 1946 and 1964

**Generation X**  
Born between 1965 and the early 1980s

**Generation Y**  
Born in 1980 or later

Now, the emergence of the digital-savvy Millennials has the potential to change the face of work to be more collaborative, to use virtual teams, to use social media, and to offer more flexible work hours. While there have always been multiple generations in the workplace, what is drastically different today is the rapid influx of technology-savvy employees and the resultant cultural, social, and attitudinal changes they bring.

Increasing generational diversity and technological change is causing a transformation in the way employers must manage human resources. First time in modern history, workplace demographics now span three generations, meaning that for the 20-year-old new hires can find themselves working side-by-side with colleagues who are older than they are by 40 years (or even more).

This rich mix of generations in the work-force can be attributed primarily to labor shortages experienced in many industries and the rising average age of retirement. In recent years, some employers, have revised their recruitment strategy to include retaining employees past retirement age and hiring retirees back into the work-force. For financial reasons, many Boomers are finding they need to wait longer to retire, perhaps into their seventies.

These developments have shifted workplace demographic proportions. A decade before, Boomers held the majority of positions of power and influence in organizations across the world. By 2025, the percent-age of Baby Boomers in the workforce is expected to drop while Millennial Generation workers will grow in numbers. These shifts impact corporate culture since priorities, attitudes, and work styles differ with each generation.

## Need of Understanding Perception of Multi-Generational Workforce

Trends within the work-place, each of which opens a window of opportunity for managers to build bridges across generations. The trends are:

### Trend One: Increased Use of New Technologies to Communicate

Rapid demographic change, both generational and ethnic, can lead to communication problems within an organization. If managers do not pay close attention to the dynamics in their organization, operating only within their comfort zone, this can lead to misperceptions and a less productive work environment. Managers should think about how they can communicate with multiple groups.

### Trend Two: Increased Expectation for Work-Life Flexibility

To retain top talent, organizations are now increasing so-called 'lifestyle benefits'. More work-life flexibility is now being sought by all three generations, not just Gen Xers or Millennials.

Generational differences in how work is defined and the technology that makes it possible to work any-where and anytime are fostering this trend toward flexibility.

Work-life balance impacts workers of every generation. Gen Xers led the movement toward flexibility, which has become increasingly important in the last few years as the Millennials enter the workforce.

### Trend Three: Increased Expectation for Continual Growth and Development

Facilitating the growth and development of all employees is a responsibility of organizational leaders. The more organizations provide opportunities for employees to develop their skills, the more employees of all generations will become engaged. Highly engaged employees believe their organization is interested in their own growth as well as the growth of the organization.

### Trend Four: Increased Need for New Ways to Recognize and Reward Employees

The importance of recognizing and rewarding high performance is one of the top factors correlated to high employee engagement. Lack of recognition is endemic to the workplace, cutting across all types of workers and all generations.

### Trend Five: Increased Need to Engage the Entire Workforce

As managers build cross-generational bridges, they will simultaneously stimulate employee engagement, thereby further fostering both of these critical areas.

If employees from all three generations are not engaged, productivity will not meet its maximum potential. Numerous large-scale studies have shown that engagement impacts an organization's productivity.

### Trend Six: Increased Emphasis on Innovation

Innovation will likely be crucial to organizational success in the future. There are strong linkages between engagement, innovation, and attracting and retaining a multi-generational workforce. Studies indicate that generationally-diverse teams enhance creativity. 'Generational Diversity' is important to stimulate innovation in a multi-functional workplace.

**Gaurav Srivastav**  
Assistant (HR)  
SMO-Bhopal, Madhya Pradesh



# HAPPY RETIREMENT!

During the period of July-December 2021, following employees were superannuated from the services of KRIBHCO. Farewell functions for superannuated employees were organised in the respective departments and as a token remembrance, they were given memento from KRIBHCO Management by respective HODs.



**Pradeep Singh**

Sr. Manager (Mktg), CMO-Noida,  
superannuated from services of KRIBHCO  
on 31 December 2021



**Ajay Kumar Singh**

Manager (F&A), SMO-Bhopal, M.P.  
superannuated from services of KRIBHCO  
on 30 November 2021



**Prem Singh**

Transport Officer, SMO Dehradun  
superannuated from services of KRIBHCO  
on 31 July 2021



**Janakkumar A Patel**  
Sr. Manager (Mech)  
31 July 2021



**Suresh Bhai K Patel**  
Manager (Mech)  
31 July 2021



**Bhadreshkumar N Desai**  
Chief Manager (Prodn)  
31 July 2021



**Vijayan T**  
Sr. Manager (Prodn)  
31 July 2021



**Jagdish Prasad Verma**  
General Manager (Prodn)  
31 July 2021



**Mahadevbhai D Patel**  
Sr. Manager (Prodn)  
31 July 2021



**Vinodbhai V Patel**  
Sr. Manager (Prodn)  
31 July 2021



**Mansukh M Dobaria**  
Dy. Manager (Elect)  
31 July 2021



**Dipak A Naik**  
Chief Manager (Mech)  
31 August 2021



**Babulal C Patel**  
Chief Manager (Prodn)  
31 August 2021





◦ **Godavarthy Srinivas**  
General Manager  
(Commercial)  
31 August 2021



◦ **Ashok Kumar Mishra**  
Dy. General Mgr (Prodn)  
31 August 2021



◦ **Govindbhai D Chaudhary**  
Sr. Manager (Prodn)  
31 August 2021



◦ **Prakashchandra Safari**  
Manager (Mech)  
31 August 2021



◦ **Vikram S Prajapati**  
Chief Manager (F&A)  
30 September 2021



◦ **Vijay R Tailor**  
Chief Manager (Lab)  
30 September 2021



◦ **Mukulbhai J Patel**  
Sr. Manager (Prodn)  
30 September 2021



◦ **Natvarbhai K Patel**  
Sr. Caretaker  
31 October 2021



◦ **Piyush S Gandhi**  
General Manager  
31 October 2021



◦ **Bharatkumar D Jasani**  
Sr. Manager (Prodn)  
31 October 2021



◦ **Prakash N Naik**  
Dy. Manager (Mech)  
31 October 2021



◦ **Bipinchandra T Patel**  
Officer (Weigh Bridge)  
30 November 2021



◦ **Vinod Kumar Singh**  
Chief General Manager  
(Maint)  
30 November 2021



◦ **Yogesh C Gandhi**  
Sr. Manager (Prodn)  
30 November 2021



◦ **Ashok L Makwana**  
Manager (Elect)  
30 November 2021



◦ **Dineshbhai C Patel**  
Dy. Manager (Mech)  
31 December 2021



◦ **Chandreshkumar A Patel**  
Manager (Elect)  
31 December 2021



◦ **Rajendra T Vora**  
Sr. Manager (F&A)  
31 December 2021



◦ **Mahendrakumar P Patel**  
Chief Manager (Prodn)  
31 December 2021



◦ **Rajubhai H Contractor**  
Manager (Inst)  
31 December 2021



◦ **Chetankumar B Shah**  
Sr. Manager (Prodn)  
31 December 2021



◦ **Dineshkumar R Patel**  
Sr. Manager (Prodn)  
31 December 2021



◦ **Sureshkumar Handa**  
Jt. General Mgr (Prodn)  
31 December 2021

**E**ven the word 'Nation' comes in the word 'Vaccination'. This signifies how important a vaccine is for a nation. The second thing a new-born baby receives after mother's milk; Colostrum is the doses of vaccines. We are welcomed on this planet with Mother's Milk and doses of vaccines on the day of birth.

The vaccines play an integral part in our life right from birth till the end of our life. We are vaccinated with vaccines to protect ourselves from different sets of diseases. And God forbid, when we encounter a dreadful disease like COVID-19 for which we are not fully aware of any specific treatment, the vaccine becomes even more important. When we were fighting head-on against Corona during the first wave with the weapons we were not even sure of, our Hon'ble Prime Minister, Shri Narendra Modi proactively put all his efforts on the development of COVID-19 Vaccine. The research and trials were in progress worldwide to develop a vaccine against this invisible menace, Corona Virus. Simultaneously in our country, the research teams from ICMR, AIIMS and other medical research agencies were trying hard to develop a vaccine for the Mankind. The planning of vaccination drive started well in advance based on scientific evidence and best global practices.

Finally, it was 16 January 2021, when the world's largest vaccination drive started in India. A couple of dry runs for COVID-19 Vaccination was performed in KRIBHCO Hospital, Surat during the months of December 2020 and January 2021. It was inspected and observed by then District Development Officer, Shri H.K. Koya, I.A.S. and other Health officials from Surat District Administration and ultimately our KRIBHCO Hospital was adjudged one of the COVID-19 Vaccination Centres. It could have been made possible just because of a very healthy relationship of our KRIBHCO Management with the Surat District Administration.

Our dedicated team of KRIBHCO Hospital took the responsibilities on their shoulders and kick-start the COVID-19 Vaccination drive with enthusiasm and zeal. Since then, the Vaccination camps are being organized at frequent intervals and all the eligible beneficiaries are being vaccinated as per the laid down guidelines of Ministry of Health and Family Welfare (MoHFW). Be it a working day, off-day or a holiday, the medical team of KRIBHCO Hospital participated in the campaign with full commitment. This selfless services provided by our para-medical staff shall be remembered for ever. Our Operations Director, Shri M.R. Sharma, Shri N.K. Sahoo, Ex. CGM (HR) and Shri S.T. Makwana, JGM (HR) always encouraged our team and stood hard and strong behind us. Their motivational and inspirational words used to infuse plenty of positive energy in our team.

Till the end of November 2021, 32 camps were organized and nearly 5000 doses of vaccines were inoculated to all the eligible beneficiaries which includes employees and family members of KRIBHCO, KRIL, DAE, Kendriya Vidyalaya, Indian Railways, New Flower School, Bank of Baroda, Post office, contract workers in Plant and Labour colony and all others in allied jobs working in KRIBHCO Plant and KRIBHCO Township.

Though we had a pre-planned line up of contract with private Hospitals for vaccination, we tried our level best to arrange vaccines from the local health authorities and as a result of which we could save lakhs of Rupees of our organization. It is an old saying 'a penny saved is a penny earned'.

Just not to leave a single stone unturned, a week long Mega COVID-19 Vaccination drive 'Har Ghar Dustak Abhiyan' was planned from 8 to 14 December 2021. The campaign was inaugurated and flagged off by Operations Director, Shri M.R. Sharma on 8 December 2021. The team of Medical Department visited each and every departments of the Plant. The screening was done at the entry gates, exit gates of both Plant and Township and all the areas of KRIBHCO Nagar to identify and vaccinate the left-out eligible beneficiaries. Altogether 342 doses of vaccines were inoculated in the drive. The 'Har Ghar Dustak Abhiyan' concluded on 14 December when 'COVID-19 Tikakaran Vijay Rath' was flagged off by Shri N.K. Gupta, CGM (Technical) in the presence of Shri S.T. Makwana, JGM (HR) and employees of both Medical and HR Department.

The vaccination drive was never a campaign for us rather it was a celebration.

We can now proudly claim that - 'WE ARE 100% VACCINATED'

But we understand that it is not the end of the journey as we fear the new variant of concern 'OMICRON' knocking our doors. ICMR has submitted a recommendation to the MoHFW, Govt. of India to initiate the booster dose of COVID-19 Vaccine to the beneficiaries if there is a gap of nine months post 2<sup>nd</sup> dose. The guidelines from the MoHFW is still awaited. We are yet to receive the directives for the children below 18 yrs. of age.

So, the battle is on.....

BUT

गुजरजाएगा, गुजरजाएगा  
मुश्किल बहुत है,  
मगर वक्त ही तो है,  
गुजरजाएगा, गुजरजाएगा!!  
(कवी- श्रीजयवर्मा)

Dr. Payoj Tewari  
JGM (Medical)

# KRIBHCO Bags Four Awards at

## Annual Event



Shri Rajan Chowdhry, Managing Director (KRIBHCO) receiving 'Environmental Protection' Award in the nitrogenous fertilizer plants category from Dr Trilochan Mohapatra, Secretary DARE & DG ICAR in the presence of Shri K S Raju, Chairman, FAI and Shri Satish Chandra, DG, FAI.



Shri V S Sirohi, Mktg. Director, KRIBHCO receiving FAI Award for the Video Film from Dr. Trilochan Mohapatra, Secretary DARE & DG ICAR.

KRIBHCO, the world's premier fertilizer producing cooperative, has won many accolades at the FAI Annual Award function. Shri V S Sirohi, Mktg Director, KRIBHCO won the

### FAI Shriram Award on best Article in marketing discipline.

KRIBHCO Video Film was awarded Second Prize on 'Smart Agriculture'.

KRIBHCO Fertilizer plant, Hazira won

### Runner-up award for 'Environmental Protection'

in the nitrogenous fertilizers' plants category. KRIBHCO Fertilizer Limited (KFL) a wholly owned subsidiary of KRIBHCO won the

### FAI Award for the Improvement in Overall Performance of A Company for the year 2020-21.



### **KRIBHCO bags prestigious PRSI National Award**

KRIBHCO in-house journal 'KRIBCHO News' has bagged the second prize in English In-House Journal category for the year 2021.



The award was conferred to Mr Umesh Mishra, Jt. General Manager (Marketing & PR) by Ms Etsuko Tsuginara, President - 2022, International Public Relations Association and Shri Akhilesh Mishra, Ambassador of India to Ireland in the presence of Dr Ajit Pathak, National President - PRSI.

## *Moments Between Life and Death*

Oriental Darter @ Ghana Bird Sanctuary, Bharatpur  
Photography by - Mr. Trilok Singh,  
Managing Director, Friends Engineering Company, Udaipur



## कृषक भारती कोआपरेटिव लिमिटेड **KRISHAK BHARATI COOPERATIVE LIMITED**

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