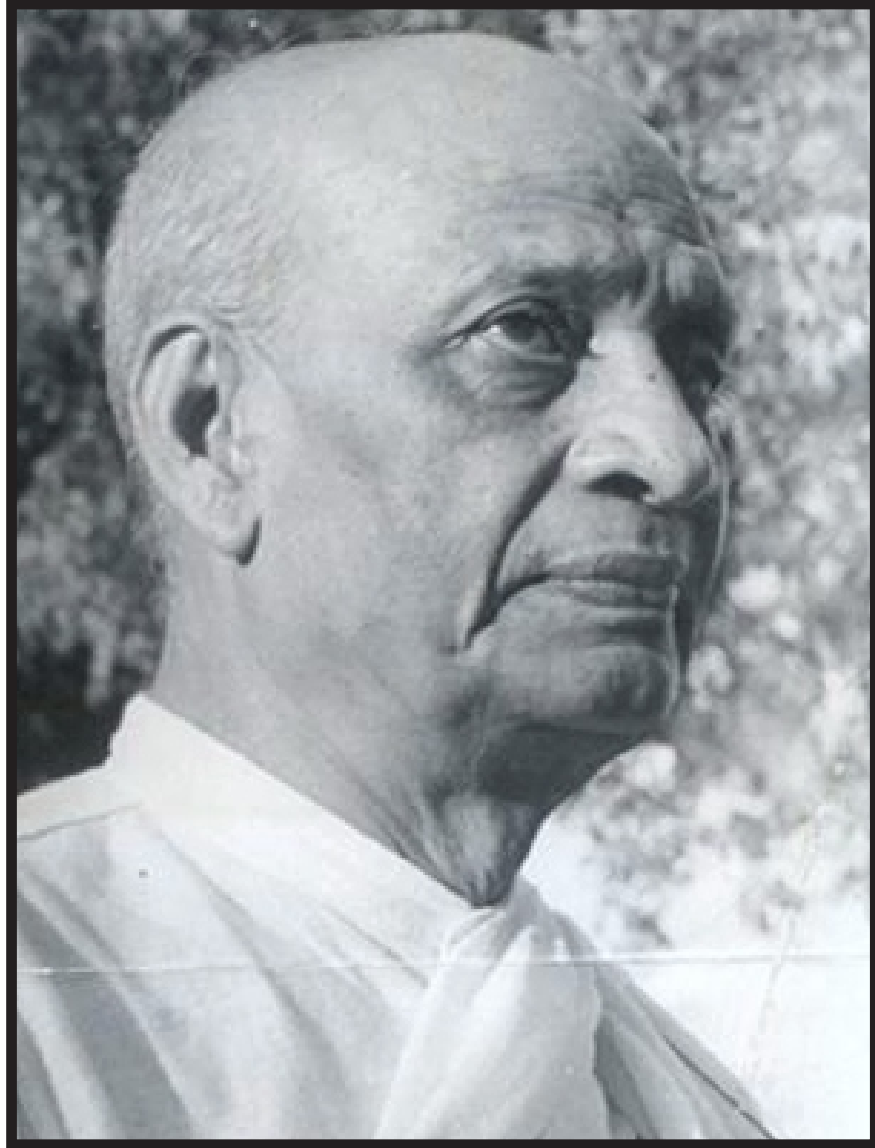




चेतना आह्वान



2019



SARDAR VALLABHBHAI PATEL

31.10.1875 - 15.12.1950

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

चेतना आह्वान

सतर्कता जागरूकता सप्ताह
28 अक्टूबर से 02 नवम्बर 2019
रेल मंत्रालय, भारत सरकार
नई दिल्ली

पीयूष गोयल
PIYUSH GOYAL



रेल और वाणिज्य एवं उद्योग मंत्री,
भारत सरकार
MINISTER OF
RAILWAYS AND COMMERCE & INDUSTRY;
GOVERNMENT OF INDIA



संदेश

यह अत्यंत प्रसन्नता का विषय है कि रेल मंत्रालय 28 अक्टूबर से 02 नवंबर, 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है। पारदर्शिता और जवाबदेही माननीय प्रधानमंत्री श्री नरेंद्र मोदी जी के नेतृत्व में सरकार की पहचान रही है। रेल प्रशासन भी भ्रष्टाचार का जड़ से उन्मूलन करने के राष्ट्रीय उद्देश्य एवं एक नए भारत के निर्माण के लिए प्रतिबद्ध है और इसके लिए विभिन्न प्रयास कर रहा है जिसके अन्तर्गत पारदर्शिता सुनिश्चित करना, विभिन्न प्रक्रियाओं को सरल बनाना, तकनीकी और अवसंरचना का इष्टतम उपयोग सुनिश्चित करना, मानवीय हस्तक्षेप को सीमित करना, क्रिया प्रणाली में निगरानी रखना और समयबद्ध तरीके से कार्य-निष्पादन करना आदि शामिल हैं।

इस उपलक्ष्य में, इस वर्ष एक नए एवं प्रभावी विषय "ईमानदारी-एक जीवन शैली" का चयन किया गया है जो जीवन के प्रत्येक क्षेत्र से भ्रष्टाचार को खत्म करने के मूल उद्देश्य को परिलक्षित करता है। ईमानदारी, अखंडता और सच्चाई के आधार पर जीवन के सभी आयामों में बेहतर मूल्यों को विकसित करके ही भ्रष्टाचार से निपटा जा सकता है। मेरा मानना है कि ईमानदारी और जवाबदेही की संस्कृति, उचित, प्रभावी और न्यायपूर्ण प्रशासन को सुधारने और बनाए रखने की मूलभूत आवश्यकताएं हैं और यदि प्रत्येक रेलकर्मी निष्ठा से कार्य करें और भ्रष्टाचार को जड़ से मिटाने की ठान ले तो भारतीय रेल से भ्रष्टाचार का नामोनिशान मिट सकता है।

मैं सभी संबंधित लोगों से प्रार्थना करता हूँ कि इसमें पूर्ण उत्साह से बढ़-चढ़कर भाग लेकर भ्रष्टाचार मुक्त भारत की दिशा में अपना योगदान दें ताकि हम रेलवे के साथ-साथ राष्ट्रीय स्तर पर सभी नागरिकों का कल्याण सुनिश्चित कर सकें।

पीयूष गोयल
(पीयूष गोयल)

सुरेश अंगडी
SURESH ANGADI



रेल राज्य मंत्री
भारत सरकार
नई दिल्ली-110 001
MINISTER OF STATE FOR RAILWAYS
GOVERNMENT OF INDIA
NEW DELHI-110 001




संदेश

मुझे यह जानकर अत्यधिक प्रसन्नता हो रही है कि रेल मंत्रालय 28 अक्टूबर से 02 नवम्बर, 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है।

मेरा मानना है कि रेलकर्मियों, हितधारकों तथा इससे जुड़े सभी नागरिकों की सक्रिय और प्रतिबद्ध भागीदारी के साथ भ्रष्टाचार का उन्मूलन किया जा सकता है। जब वे भ्रष्टाचार के दुष्प्रभावों से अवगत होंगे, तभी इससे लड़ने और दूरगामी परिवर्तनों का मार्ग प्रशस्त हो पाएगा। भ्रष्टाचार के परिणामों के बारे में जागरूकता पैदा करने और भ्रष्टाचार मुक्त समाज का निर्माण करने के लिए अपेक्षित सुधारों के बारे में जनता को शिक्षित करने के लिए सतर्कता जागरूकता सप्ताह मनाया जाना समसामयिक है।

मैं, सभी से सत्यनिष्ठा के प्रति अपनी प्रतिबद्धता सुनिश्चित करने और भ्रष्टाचार के विरुद्ध लड़ाई में शामिल होने के साथ-साथ दूसरों को भी प्रेरित करने के लिए अपील करता हूँ। आइए, जीवन के सभी क्षेत्रों में भ्रष्टाचार का उन्मूलन करने के लिए हम एकजुट होकर निरंतर प्रयत्न करने की प्रतिज्ञा करें।

सतर्कता जागरूकता सप्ताह के सफल आयोजन के लिए मेरी हार्दिक शुभकामनाएं।


(सुरेश अंगडी)
13/10/2019

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केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023

Satarkta Bhawan, G.P.O. Complex,
Block A, INA, New Delhi-110023
D19/VGI/D29

सं./No.....

दिनांक / Dated..... 16.10.2019

MESSAGE

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

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

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

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

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

(Sharad Kumar)

Central Vigilance Commissioner

विनोद कुमार यादव
VINOD KUMAR YADAV




अध्यक्ष, रेलवे बोर्ड
एवं
पदेन प्रमुख सचिव, भारत सरकार
रेल मंत्रालय
CHAIRMAN, RAILWAY BOARD
&
EX-OFFICIO PRINCIPAL SECRETARY
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS

संदेश

श्रष्टाचार एक ऐसी बीमारी है जो सभी क्षेत्रों में न केवल भारतीय रेल को अपितु सम्पूर्ण राष्ट्र को प्रतिकूल रूप से प्रभावित करती है। इससे निपटने के लिए कार्यप्रणाली में पारदर्शिता और निगरानी रखना अति आवश्यक है। रेलवे में पारदर्शिता, जवाबदेही और तकनीक का अधिकाधिक उपयोग करने और लोगों की चेतना को ईमानदारी के प्रति जागृत करना भी रेल मंत्रालय की प्राथमिकताओं में शामिल है।

मुझे यह जानकर अत्यधिक प्रसन्नता हो रही है कि रेल मंत्रालय 28 अक्टूबर से 02 नवंबर 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है। इस वर्ष के लिए “ईमानदारी-एक जीवनशैली” का विषय चुना गया जो अत्यंत प्रासंगिक और सम-सामयिक है। भारतीय रेल की कार्य प्रणाली में सच्चाई, ईमानदारी और सत्यनिष्ठा की भावना को पूर्णतः स्थापित करना सभी रेलकर्मियों का परम कर्तव्य है।

ऐसे में सतर्कता जागरूकता सप्ताह 2019 का आयोजन श्रष्टाचार उन्मूलन की दिशा में महत्वपूर्ण कदम है और इसके लिए हमें प्रत्येक स्तर पर रेलवे की सभी इकाइयों में ज्यादा से ज्यादा प्रचार-प्रयास करना चाहिए। इसकी सफलता की कामना करते हुए मैं सभी को शुभकामना देता हूँ।


(विनोद कुमार यादव)

विजय कुमार
VIJAY KUMAR



वित्तायुक्त (रेलवे) और पदेन सचिव
भारत सरकार, रेल मंत्रालय
रेल भवन, नई दिल्ली-110001
FINANCIAL COMMISSIONER (RAILWAYS)
&

EX-OFFICIO SECRETARY TO
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAIL BHAVAN, NEW DELHI-110001

संदेश

भारतीय रेल हमारे देश के विकास में अत्यधिक महत्वपूर्ण भूमिका निभाती है। भ्रष्टाचार से न केवल भारतीय रेल की छवि धूमिल होती है बल्कि इसके गंभीर वित्तीय परिणाम भी हैं। रेलवे कार्य क्षेत्र के हर पहलू में धन जुटाने और पैसा खर्च करने में सर्वत्र पारदर्शिता, परामर्श, नियंत्रण एवं संतुलन मौजूद रहना चाहिए और पूरी ईमानदारी के साथ समुचित सावधानी से किया जाना चाहिए। भ्रष्टाचार को कम से कम करने का दूसरा मूलतत्त्व पारदर्शिता तथा जवाबदेही स्थापित करना है।

मुझे यह जानकर अत्यधिक प्रसन्नता हो रही है कि रेल मंत्रालय 28 अक्टूबर से 02 नवंबर 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है।

इसलिए सतर्कता जागरूकता सप्ताह के दौरान हमें भारतीय रेल के सभी कर्मचारियों को भ्रष्टाचार के विरुद्ध लड़ने के लिए प्रेरित करना होगा। मेरा विश्वास है कि इससे सभी भारतीय रेलों में भ्रष्टाचार मुक्त सेवाएं लाने में सहायता मिलेगी।

(विजय कुमार)

राजेश तिवारी
RAJESH TIWARI



सदस्य कर्षण, रेलवे बोर्ड
एवं
पदेन सचिव, भारत सरकार
रेल मंत्रालय
रेल भवन, नई दिल्ली-110001

MEMBER TRACTION, RAILWAY BOARD
&
EX-OFFICIO SECRETARY,
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAIL BHAVAN, NEW DELHI-110001

संदेश

मुझे जानकर अत्यंत हर्ष हो रहा है कि इस बार सतर्कता जागरूकता सप्ताह दिनांक 28 अक्टूबर से 02 नवंबर, 2019 तक होगा जिसके अंतर्गत "ईमानदारी-एक जीवन शैली" विषय को चुना गया है।

सुशासन का आधार है ईमानदारी-स्वयं के प्रति, संस्था के प्रति, राष्ट्र के प्रति, और संपूर्ण मानवता के प्रति। ईमानदारी अर्थात् मन, वाणी और कर्म की एकरूपता। ईमानदारी व्यक्ति एवं व्यवस्था को विश्वसनीय बनाती है। व्यक्तिगत और सामूहिक सतर्कता हमारे कमजोर क्षणों में हमें ईमानदार बनाए रखने में सहायता करती है। यह ईमानदारी व्यवस्था को पारदर्शी एवं विश्वसनीय बनाती है। शुद्ध, स्वच्छ एवं विश्वसनीय प्रशासन से हमको जनता का सम्मान एवं विश्वास प्राप्त होता है। जिससे संस्थाएं विरस्थाई बनती हैं। यह गुण दूसरों का हित साधन तो करता ही है हमारे मन को भी निर्मल बनाकर हमें व्यक्तिगत, पारिवारिक एवं सामाजिक रूप से समुन्नत करता है। हम अपने जीवन में ईमानदारी और पारदर्शिता लाकर भ्रष्टाचार जैसी कुरीतियों का उन्मूलन कर सर्वांगीण विकास कर सकते हैं। आइए हम संकल्प लें कि हम अपने जीवन को ईमानदार एवं पारदर्शी बनाएं।

सार्वजनिक जीवन में सत्यनिष्ठा एवं पारदर्शिता के लिए सतर्कता विभाग द्वारा रेल सप्ताह के दौरान किए जाने वाले सराहनीय प्रयासों की मैं हृदय से प्रशंसा करता हूं। मैं सतर्कता जागरूकता सप्ताह के सफल होने की कामना करता हूं।

शुभकामनाओं सहित,

16.10.19
(राजेश तिवारी)

पूर्णंदु एस. मिश्रा
PURNENDU S. MISHRA



सदस्य यातायात, रेलवे बोर्ड
एवं
पदेन सचिव, भारत सरकार
रेल मंत्रालय
रेल भवन, नई दिल्ली-110001
MEMBER TRAFFIC, RAILWAY BOARD
&
EX-OFFICIO SECRETARY,
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAIL BHAVAN, NEW DELHI-110001

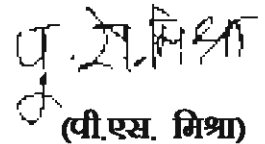
संदेश

भारत जैसे विशाल देश में, भारतीय रेल के पास देश के एक भाग से दूसरे भाग तक यात्रियों और सामानों का परिवहन करने की बहुत बड़ी जिम्मेदारी है। ऐसे विशाल नेटवर्क के सुचारु ढंग से कार्य करने में भ्रष्टाचार एक बड़ी बाधा है। यह न केवल भारतीय रेल के उचित कार्यप्रणाली को हानि पहुँचाता है बल्कि आर्थिक रूप से भी प्रभावित करता है।

सूचना प्रौद्योगिकी का कारगर उपयोग, प्रक्रियाओं में सुव्यवस्थित परिवर्तन, ई-प्रोक्योरमेंट, ई-पेमेंट और वेबसाइटों के माध्यम से सभी हितधारकों के लिए सूचना का प्रसार कुछ ऐसे कदम हैं जो कदाचारों पर अंकुश लगाने में बहुत ही सफल हो सकते हैं।

मुझे यह जानकर अत्यधिक प्रसन्नता हो रही है कि रेल मंत्रालय 28 अक्टूबर से 02 नवंबर, 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है।

मैं सतर्कता जागरूकता सप्ताह के समारोह की भव्य सफलता की कामना करता हूँ।


(पी.एस. मिश्रा)

राजेश अग्रवाल
RAJESH AGRAWAL



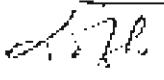
सदस्य चल स्टॉक, रेलवे बोर्ड
एवं
पदेन सचिव, भारत सरकार
रेल मंत्रालय
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&
EX-OFFICIO SECRETARY,
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MINISTRY OF RAILWAYS
RAIL BHAVAN, NEW DELHI-110001

संदेश

मुझे यह जानकर अत्यधिक प्रसन्नता हो रही है कि रेल मंत्रालय 28 अक्टूबर से 02 नवंबर, 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है।

श्रष्टाचार आर्थिक विकास में एक बाधा है और भारत के आशाजनक भविष्य के लिए स्वतंत्र प्रस्तुत करता है। रेल प्रणाली में श्रष्टाचार का मुकाबला करने, पारदर्शिता और जवाबदेही का संवर्धन करने के लिए, रेल मंत्रालय ई-गवर्नेंस और प्रौद्योगिकी आधारित समाधानों पर निरंतर कार्य कर रहा है। मुझे पूरी आशा है कि यह निश्चित रूप से स्वामियों को कम करेगा और प्रणाली को अभेद्य बनाएगा।

मैं सफल सतर्कता जागरूकता सप्ताह की कामना करता हूँ।


19/11/2019
(राजेश अग्रवाल)

मनोज पाण्डे
MANOJ PANDEY



सदस्य कार्मिक, रेलवे बोर्ड
एवं
पदेन सचिव, भारत सरकार
रेल मंत्रालय
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संदेश

मुझे यह जानकर अत्यधिक प्रसन्नता हो रही है कि रेल मंत्रालय 28 अक्टूबर से 02 नवंबर, 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है। इस वर्ष के लिए "ईमानदारी-एक जीवनशैली" विषय चुना गया है।

हम सभी के लिए यह आवश्यक है कि हम अपने जीवन के प्रत्येक कार्य-कलाप में ईमानदारी बरतें और ऐसे कोई भी कदम न लें जो कि पारदर्शी एवं नियमानुकूल न हो। सतर्कता और सुशासन से संबंधित कदम उठाने के अलावा सभी रेलकर्मियों को सत्य और नैतिकता की एक मजबूत नींव स्थापित करने की आवश्यकता है क्योंकि इसी नींव से ईमानदारी की इमारत खड़ी होती है। ग्राहकों एवं कर्मचारियों को उपयुक्त सेवा प्रदान करने तथा समाज में भ्रष्टाचार दूर करने में प्रत्येक व्यक्ति की सहभागिता और संकल्प की निरंतर आवश्यकता है। हम सभी की यह जिम्मेदारी है कि हम न केवल अपने व्यवहार में इसका पालन करें बल्कि अपने से जुड़े सभी सहकर्मियों तथा समाज को इस दिशा में जागरूक बनाएं।

इसी उद्देश्य को ध्यान में रखते हुए मनाए जाने वाले सतर्कता जागरूकता सप्ताह की सफलता की मैं कामना करता हूँ।

(मनोज पाण्डे)

विश्वेश चौबे
VISHWESH CHAUBE



सदस्य इंजीनियरिंग, रेलवे बोर्ड
एवं
पदेन सचिव
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संदेश


भ्रष्टाचार हम सभी को प्रत्यक्ष या अप्रत्यक्ष रूप से प्रभावित करता है। हर किसी को इसके दुष्प्रभावों के बारे में जागरूक करना और जीवन के सभी क्षेत्रों से भ्रष्टाचार को जड़ से उखाड़ फेंकना हमारी जिम्मेदारी है। यह सभी विभागों के सामूहिक प्रयासों से हासिल किया जा सकता है।

“सतर्कता जागरूकता सप्ताह” मनाने का प्रयोजन भ्रष्टाचार मुक्त भारत का निर्माण कर बेहतर कल के लिए नींव रखकर सभी रेलकर्मियों द्वारा सार्वजनिक जीवन में सत्यनिष्ठा, पारदर्शिता और जवाबदेही का मानक प्रस्तुत करना है। सभी नागरिकों में जागरूकता पैदा करके और उनका सशक्तीकरण कर भारत को पूरी तरह भ्रष्टाचार से मुक्त किया जा सकता है।

मुझे यह जानकर अत्यधिक प्रसन्नता हो रही है कि रेल मंत्रालय 28 अक्टूबर से 02 नवंबर, 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है।

मैं यह आशा करता हूँ कि हम अपने दृढ़ विश्वास से इस सप्ताह को सफल बनाएँगे।

शुभेच्छा


(विश्वेश चौबे)

सुशान्त कुमार मिश्रा
SUSHANT KUMAR MISHRA



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संदेश

भ्रष्टाचार का कोई धर्म नहीं है और यह देश के समग्र विकास में एक बड़ी बाधा है। भारतीय रेल के विकास और वित्तीय स्थिरता के लिए प्रयास करना प्रत्येक रेल कर्मी की जिम्मेदारी है। भ्रष्टाचार को कम से कम करके भारतीय रेल की वित्तीय स्थिति को बेहतर बनाया जा सकता है।

मुझे यह जानकर अत्यधिक प्रसन्नता हो रही है कि रेल मंत्रालय 28 अक्टूबर से 02 नवंबर, 2019 तक सतर्कता जागरूकता सप्ताह मना रहा है। इस वर्ष के लिए "ईमानदारी-एक जीवनशैली" विषय चुना गया है।

उपर्युक्त विषय से संबंधित सप्ताह में विभिन्न कार्यक्रमों का आयोजन भ्रष्टाचार के परिणामों और बुराइयों को उजागर करने में कारगर होगा और बेहतर समाज के निर्माण के लिए जागरूकता पैदा करने में निश्चित रूप से सहायक होगा।

मुझे आशा है कि सतर्कता जागरूकता सप्ताह मनाना रेल कर्मचारियों के मनोबल और संस्कारों को सुदृढ़ बनाएगा और कार्य-प्रणाली में अधिक पारदर्शिता लाएगा।


(सुशान्त कुमार मिश्रा)

रमेश कुमार झा
RAMESH KUMAR JHA



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संदेश

केन्द्रीय सतर्कता आयोग ने 28 अक्टूबर से 02 नवंबर 2019 तक सतर्कता जागरूकता सप्ताह मनाने का निर्णय लिया है। इस वर्ष के लिए “ईमानदारी-एक जीवनशैली” विषय चुना गया है। भ्रष्टाचार के विरुद्ध बहुआयामी दृष्टिकोण के एक भाग के रूप में सतर्कता जागरूकता सप्ताह का प्रति वर्ष आयोजन किया जाता है जिसका मुख्य उद्देश्य समस्त भागीदारों को सामूहिक रूप से भ्रष्टाचार के विरुद्ध संघर्ष करने और इसकी रोकथाम के लिए प्रोत्साहित करना तथा भ्रष्टाचार की मौजूदगी इसके कारण और गंभीरता एवं इसके निवारण के लिए जागरूकता फैलाना है। सतर्कता जागरूकता सप्ताह-2019 के दौरान तथा पूरे आगामी वर्ष में सरकारी संगठन सत्यनिष्ठा, ईमानदारी और आचार-संहिताओं को बढ़ावा देने के क्रम में केन्द्रीय सतर्कता आयोग द्वारा निर्धारित “ईमानदारी-एक जीवनशैली” विषय पर विशेष ध्यान देंगे। हमें पारदर्शिता, जवाबदेही, न्यूनतम स्व-विवेक, बदले हुए पब्लिक इंटरफेस, प्रौद्योगिकी आधारित प्रापण और स्वचालन को संगठनात्मक तत्वविज्ञान में शामिल करना है ताकि “ईमानदारी-एक जीवनशैली” के स्वप्न की ओर उचित कदम बढ़ाया जा सके।

भ्रष्टाचार देश की प्रगति में सबसे बड़ी बाधाओं में से एक है। भारतीय रेल ने अपनी स्थापना के बाद सार्वजनिक क्षेत्र में पारदर्शिता और कार्यकुशलता को बढ़ावा देने में महत्वपूर्ण भूमिका निभाई है। यहाँ यह उल्लेख करना भी उत्साहवर्धक है कि सभी क्षेत्रीय रेलों, उत्पादन इकाइयों और सार्वजनिक क्षेत्र के उपक्रमों ने इस सप्ताह के दौरान जागरूकता फैलाने और इस निमित्त की दिशा में नागरिकों को प्रेरित करने के लिए सार्वजनिक स्तर पर कई कार्यक्रमों का आयोजन किया है। इस उपलक्ष्य में रेल मंत्रालय द्वारा इस वर्ष भी “चेतना आह्वान” पत्रिका का प्रकाशन किया जा रहा है।

मुझे पूरा विश्वास है कि जागरूकता सप्ताह के दौरान स्कूलों, कॉलेजों आदि में सेमिनार, व्याख्यान,

वाद-विवाद, नाटक, पोस्टर और चित्रकारी प्रतियोगिताओं जैसी गतिविधियों के संचालन के माध्यम से रेल मंत्रालय द्वारा प्रस्तावित जनजागृति अभियान सफल होगा और सार्वजनिक जीवन में भ्रष्टाचार के खतरे के बारे में आम जनता और अन्य हितधारकों का संवेदीकरण करने में निस्संदेह बहुत कारगर साबित होगा। ऐसे कार्यक्रमों का आयोजन करना भ्रष्टाचार से लड़ने और इसका उन्मूलन करने के साथ-साथ एक सफल सतर्कता जागरूकता सप्ताह मनाने के हमारे संकल्प को अधिक सुदृढ़ और संबल प्रदान करता है। इस सप्ताह के दौरान सभी रेल कर्मचारियों को भ्रष्टाचार के कारण किसी भी रूप में होने वाले नुकसान को रोकने की प्रतिज्ञा लेनी चाहिए।

मैं भ्रष्टाचार के विरुद्ध जागरूकता बढ़ाने के साथ जुड़े सभी लोगों को अपनी शुभकामनाएं देता हूँ और सफल सतर्कता जागरूकता सप्ताह की कामना करता हूँ। मैं सम्पादक मण्डल के समस्त सदस्यों को भी उनके समवेत् प्रयास के लिए धन्यवाद देता हूँ।

रमेश

(रमेश कुमार झा)

PREFACE

Corruption is an insidious plague that has a wide range of corrosive effects on societies. It undermines democracy and the rule of law, leads to violations of human rights, distorts markets, erodes the quality of life and allows organized crime, terrorism and other threats to human security to flourish. Corruption has a debilitating effect on investment and economic growth, taking away scarce resources available for investment and human development, deepens the extent of poverty, subverts the judicial system, and undermines the legitimacy of the state. In fact, when corruption becomes entrenched, it can devastate the entire economic, political, and social fabric of a country. The effects can be particularly severe for a resource starved country like India, burdened by huge population base and relatively unskilled manpower.

In the war against corruption, India has taken massive strides to decrease and eliminate corruption in recent years. We have adopted a two pronged approach to fight corruption. The first step is zero tolerance policy towards corruption and taking prompt and adequate steps against identified corrupt practices to instill deterrence amongst corrupt. Second and far more effective step has been simplifying procedures and reducing red tape while increasing transparency through e-governance. As a result, India has moved up four places to 78 among 180 countries in Global Corruption Index released by Transparency International in 2018.

Vigilance Directorate has been publishing "Chetna Aahwan" annually on the occasion of 'Vigilance Awareness Week'. The magazine serves as a timely reminder to railwaymen and public alike to reiterate and strengthen their resolve against the menace of corruption and suggest measures, short term and long term, in achieving it.

On the occasion of "Vigilance Awareness Week" being observed from 28th October 2019 to 2nd November, 2019, Vigilance Directorate invites all railwaymen to participate actively in different out reach activities being planned across different field units. Further Vigilance Directorate would like to thank SDGMs, CVOs and their team for extending whole hearted co-operation in making this event a success.



(Gaurav Sharma)
Director Vigilance (Mechanical)
Railway Board

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सत्यनिष्ठा प्रतिज्ञा

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

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

अतः, मैं प्रतिज्ञा करता हूँ कि:-

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

INTEGRITY PLEDGE

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

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

I, therefore, pledge:

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

ईमानदारी - एक जीवन शैली



-शशि मोहन पाण्डेय
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भारत हमारा देश- पावन, सुहावन और मनभावन। अनादिकाल से वैदिक काल होते हुए अब तक इस देश में ऋषि-मुनियों, महर्षियों, बुद्धिजीवियों, फकीरों एवं विभिन्न कालजयी मनीषियों द्वारा ईमानदारी, न्याय और परोपकार हेतु अपना सर्वस्व न्योछावर करने यहां तक कि अपने प्राणों की आहुति देने जैसे अनेकानेक कथानक हमारे समक्ष प्रमुखतया उभरकर आते हैं। ईमानदारी और निष्ठा देश की रग-रग में और हर मिट्टी की खुशबू में बसी है। शूर-वीरों, सम्राटों और योद्धाओं द्वारा ईमानदारी, न्यायप्रियता और निष्ठा का निर्वहन करते हुए सब कुछ जानते हुए भी देश और मातृभूमि की गरिमा को बरकरार रखने के लिए ईमान की वेदी पर स्वयं का बलिदान देने वाले भारतवंशियों से इतिहास भरा पड़ा है। सच्चाई है कि ईमानदारी और कर्तव्यपरायणता हमारे देश की नैसर्गिक प्रकृति है जो कालांतर में कुछ बाह्य व्यभिचारी और धोखेबाज आक्रमणकारियों तथा विदुषियों द्वारा सेंध लगाने से प्रदूषित हो गई सी प्रतीत होती है।

निःस्वार्थ और निष्काम भाव से जिम्मेदारियों का निर्वहन ही ईमानदारी का लक्ष्य है और इसे रोजमर्रा की क्रिया-प्रणाली में उतार लेना ही जीवन शैली है। ईमानदारी की सीख माता-पिता से शुरू होकर शिक्षकों और अन्य ईमानदार व अनुकरणीय व्यक्तियों के माध्यम से प्राप्त होती है। सत्यनिष्ठा एक आंतरिक और स्वाभाविक गुण है जिसके प्रभाव से व्यक्ति परिवार में, व्यवसाय में, कार्य क्षेत्र में, समाज में और राष्ट्रीय स्तर पर समर्पित रहता है। वह देश भक्ति की भावना से ओत-प्रोत और सामाजिक सद्भावना से अभिभूत होता है।

हमें पद, योग्यता और बड़प्पन की परवाह किए बिना स्वच्छ चरित्र का परिचय देना चाहिए और जीवन में धारण करना चाहिए। यह सुख-शक्ति और अमन-चैन की सही मायने में कुंजी है।

इतिहास साक्षी है कि महाभारत व रामायण काल से इतर चाणक्य और अशोक जैसे महान प्रतापी हस्तियों से लेकर न्यूटन, आइंस्टीन, अब्राहम लिंकन, लाल बहादुर शास्त्री, महात्मा गांधी, लियो टॉलस्टॉय, मार्टिन लूथर किंग जैसे महान व्यक्तियों ने ईमानदारी के साथ-साथ मानवता को समर्पित अपना जीवन अर्पित कर दिया और इन सपूतों को दुनिया कभी भुला नहीं पाएगी। ईमानदारी जीवन को सरल, बोझमुक्त और समाज में जीने का मकसद सिखाती है। यह आत्मविश्वास, सहनशक्ति, विषम परिस्थितियों से जूझने की असीमित क्षमता देती है जिसे कोई बीमारी, थकान, निराशा, अवसाद, चिंता या मानसिक तनाव बाधा नहीं पहुंचा सकती। ईमानदार व्यक्ति चरित्रवान, विश्वासपात्र और नैतिकता विकसित करता है और उसकी संपूर्ण क्रिया-प्रणाली एक खुली किताब की तरह होती है। उसके पास छुपाने को कुछ भी नहीं होता। जिस दिन व्यक्ति के जीवन में वह घड़ी आ जाए, जीवन के प्रत्येक क्षेत्र में सफलता उसके कदम चूमेगी, समाज का उत्थान होगा और सच्चे राष्ट्र का निर्माण होगा। ईमानदारी ईश्वर का अमूल्य उपहार है जो हर मुश्किल का सामना करने की शक्ति देता है और प्रतिष्ठा से जीने का हक देता है। व्यक्ति से समष्टि और ऐसी विचारधारा राष्ट्र को अग्रणी बनाने में कारगर सिद्ध होती है। ईमानदारी प्रत्येक व्यक्ति का सर्वश्रेष्ठ हथियार है जो अभयता से जुड़ा हुआ है और उसकी सफलता का सोपान है।

फ्रैंकलिन के अनुसार “ईमानदारी सर्वश्रेष्ठ नीति है”। अर्थात् ईमानदारी जीवन में सफलता प्राप्ति के लिए सबसे अच्छा उपकरण है। एक अच्छे नागरिक के लिए समाज, परिवार और अधिकारिक स्तर पर भी इसे सुदृढ़ और टिकाऊ रिश्ते के लिए रीढ़ की हड्डी कहा जा सकता है जो विकसित समाज व राष्ट्र के निर्माण के लिए आवश्यक है। मूलतः ईमानदारी असीमित सुख-शान्ति और आनंद का स्रोत है जिससे व्यक्ति में आत्म-संतुष्टि, आत्म-सम्मान और आत्मविश्वास की उत्पत्ति होती है। यह सनातन सत्य है कि उच्च से अधम तक, महात्मा से दुरात्मा तक और सक्षम से अक्षम तक सभी ईमानदार व्यक्ति को ही अपनाना चाहते हैं। ईमानदारी से मुख्य तात्पर्य है कि कभी भी किसी तरह का कोई अनुचित लाभ पाने की तमन्ना का परित्याग कर देना। यह हमें अद्भुत और असीमित ईश्वरीय शक्ति प्रदान करता है जिससे हमारे आचरण और चरित्र को ऐसा संबल मिलता है कि जीवन सुरक्षित और बेहतर बन जाता है। व्यक्ति के साथ-साथ परिवार, समाज और राष्ट्र का विकास होता है। अनन्त संभावनाओं का द्वार खुल जाता है और प्रगति का मार्ग प्रशस्त होता है। ईमानदारी व्यक्ति को आंतरिक रूप से मस्तिष्क को शांत कर मन और आत्मा के बीच संतुलन कायम करता है। ईमानदारी की तुलना में धन-दौलत

इत्यादि तुच्छ हैं क्योंकि आंतरिक तुष्टि और मानसिक शक्ति सिर्फ ईमानदारी से ही प्राप्त हो सकती है। ईमानदारी से अलौकिक ऊर्जा का संचार होता है।

इतिहास गवाह है कि हमारे देश ने सच्चरित्रता की सदैव मिसाल पेश की है और परिणामस्वरूप हमारी संस्कृति को सर्वोपरि रहने का गौरव प्राप्त है। हमारी दिनचर्या, विचारधारा और संस्कारों में ईमानदारी और निष्ठा कूट-कूट कर भरी है परंतु कपितय संस्कारहीन और स्वार्थ भावना से ग्रसित मुट्टी भर लोगों द्वारा क्षणभंगुर लाभ के लिए पूरे सामाजिक परिवेश और माहौल को दूषित कर दिया जाता है। मनसावाचाकर्मणा इस कुरीति को सदा के लिए समूल उखाड़ फेंकने और अपने देश के निष्ठावान नागरिक की गरिमामयी छवि को पुनर्स्थापित करने के लिए हम पूर्णतः प्रतिबद्ध हैं।

रेलवे में मिशन सत्यनिष्ठा की शुरुआत हो चुकी है जिसके तहत कार्य-संस्कृति को बेहतर, पारदर्शी, सार्वजनिक सूचनाओं का विकेन्द्रीकरण, उपभोक्ताओं के लिए सृजनात्मक प्रभाव क्रिया-प्रणाली तंत्र में रोचक रुझान और सदाचरण शामिल हैं। सार्वजनिक जीवन में नैतिकता, ईमानदारी और सत्यनिष्ठा जैसे विषयों को प्रथम पंक्ति में रखा गया है। सभी अधिकारियों और कर्मचारियों को सही आचरण और सत्यनिष्ठा का अनुपालन करते हुए निजी और सार्वजनिक जीवन में उच्च मानक स्थापित करने और नैतिकता के निर्वहन के साथ-साथ जनता में भी जागरूकता फैलाने का दायित्व सौंपा गया है।



If a country is to be corruption free and become a nation of beautiful minds, I strongly feel there are three key societal members who can make a difference. They are the father, the mother and the teacher.

A. P. J. Abdul Kalam



Exploring Hidden Crevices of Integrity “Integrity – A Way of Life” (Offbeat Solutions to Enhance Ethics)



By:
 Rajiv Saxena
 SDGM & CVO/SWR

The 2018 Corruption Perceptions Index published by Transparency International, places India at 78th rank, out of 180 countries, with a score of 41. This assessment is based on a score of 1 to 100, with score of hundred implying as very clean country (i.e. having zero corruption) and score of zero as very corrupt country (i.e. epitome of corruption). No country has scored above 90, nor was any rated below 10. More than 2/3rd countries scored below 50, while the average score is 43.

Depressive!

Yes, not only depressive, but more so these are demoralising, are exasperating, frustrating, annoying and wearisome.

Two Questions and Two Incidences:

Let's tune to our own turf. The relative ranking for India is almost hovering around in this band, all along, since inception of this so called poll of polls.

First question is Do we deserve to be rated as low as at 78th rank, that too, with a poor score of 41? Are we Indians really so corrupt?

And the second question is for the Railway fraternity:

Where does IR stand on integrity assessment?

First real life incidence:

- i) Four years back, during vigilance awareness week 2015, in a seminar on the theme 'Preventive Vigilance as a Tool of Good Governance', 20 odd senior students from a prestigious English medium school at Bikaner, spoke for about 2 hours. None, I repeat, none of the students, used the word honesty or integrity or ethics, even on a single occasion.

All the speeches, all the communications, during the entire session, were full of instances of bribes, frauds, wrongs, etc. Each student, boys & girls alike, spoke on the prevalence of corruption, as air is omnipresent all around us.

It was also obvious from their speeches that none had any first-hand experience of their claim. The word corruption, with its depths & widths, irrespective of the negligible direct exposures to these youth, was etched upon their hippocampus and was deep seated.

“Perceptions could be treacherous”:

And such perceptions enhance the tendencies, towards fulfilment of a created, self willed prophesy, to the doomed path.

Second real life incidence:

- ii) In a social gathering last year, while interacting with a senior RBI official from Mumbai, my natural query veered around honesty & corruption in his organisation. His response was that he has not seen nor does he see any corruption in his organisation. Whatever be the reality or its probability, my eyes or face would have reflected to him, internally I felt a soothing palpitation of happiness.

At least there is one man residing on the 3,287,263 square kilometres (India), who perceives, lives, and holds his organisation as honest.

With the probing mindset of vigilance, backed by ripe gossip of those days, I went on a cross examination mode. He stood his ground. He stood by his conviction, with his whole body and the vibrations around him, resonating, echoing and synchronising the ethical standards he was attributing to RBI and to the honesty he was experiencing in RBI.

“Truth draws strength from itself, and not from the number of votes in its favour.”

Whatever may be the reality about RBI, depending on role we take either of doubting Thomas or of the altruistic Trusty, such conviction even from a single person, is the best sensitisation mechanism.

All surveys, all polls, all statistics, even apparent facts, could hide as much truth as they reveal. The weekly issues of Transparency International for the past year also present a different picture vis-a-vis their yearly rankings on India.

So, answer to the first question is that we Indians are at much higher levels of ethics. This assessment is positive and with 100% confidence level. Let's not yield to the perceptions based on self criticisms or fault finding habits constantly undermining ourselves.

Hard Facts:

The analysis of various cases, complaints, interactions, preventive checks, punitive measures- past and ongoing of the past two years on SWR point out that even 5 % officials cannot be bracketed as corrupt, as per the CVC vigilance manual.

Out of total 38 K employees on SWR, the sum of secret, agreed and suspect list, even if the sum total is multiplied by 5 times to take care of left outs, the total does not cross 2 K. Even if two times of this figure is bracketed into corrupt zones, then also it would imply that 80 % of SWR officials are above board and proudly to be termed as honest railway persons.

1500 focussed investigations (based on complaints & identified red flagged areas) done last year were analysed. These resulted in punitive actions on about 250 officials. These punitive actions include, in addition to proved/suspected malafides, the administrative lapses/irregularities as well. This again translates to keeping 80% of Railway employees in a cleaner bracket, and definitely not deserving a score of 41.

Any criteria we take, be it punitive measures, or the deterrent activities like Preventive/Surprise Checks, or transparency focus or analysis of CPGRAMS, or switching to E Tenders, E working, compared to other ministries in Government of India, or if weighed against other service organisations & commercial sectors or

vis-a-vis entire private sector, Railway officials reflect considerable higher level of integrity.

Accordingly, the answer to the second question is that railways, with its 13 lakhs core strength, are far better, in ethics, in honesty and in integrity. This awakening is the biggest tool to counter corruption in this VAW-2019.

At the same time, it would be naive to infer that all is well on integrity front on SWR or IR or in the country. Even one bad fish spoils the whole lot. Even, 0.0001 % of corruption, is stigma and dangerous, as corruption is not benign, but a malignant cancer.

The aim of above analysis is not to reduce the efforts against corruption, nor to deny the reality. The need to curb, decimate, and eliminate corruption is non-negotiable, now as well as in future. A constant ever present vigil, round the clock and 24x7x366 is essential.

The idea is to take a detour from current stagnating practices in vigilance, which seems to have reached a dead end. The intention is to boost the ethics present in all of us and develop honesty. The purpose is for seeking changes in the mindset as well as contours of vigilance activities in this VAW-2019.

Counter Intuitive & Offbeat Approaches:

To pursue the above idea and move further ahead on enhancing the Intensity of Integrity, following counter intuitive and unconventional approaches are put forth for deliberations & adoption.

- i) **Encouraging discretionary powers of officials:** The present approach is to take away discretionary powers, at all levels, to counter corruption. This approach, in fact, germinates corruption.

Owning of decisions has almost disappeared, due to taking away the very purpose of loving the job, at staff level. So also gone with it is the guilt, which arises when corruption is taking place in the system. The situations to be dealt are dynamic and have thousands varieties, which a rigid system, without discretion cannot take care of. We have to realise that discretion brings in responsibility. Discretion brings in quality. Discretions are unavoidable, as these

reflect decision making and choosing one option over other options available. Hence discretion must be encouraged.

To implement permitting discretion at all levels, financial limits of discretions, like the negative powers at GM could be considered for each level. Such discretionary powers are prevalent in banking and private sectors. Here the idea is to have discretion at all levels, and more at bottom levels. The top may focus on delivering fairness, justice and vision.

The benefit of permitting discretions (at all levels) is the increased trust between rail-user and rail-officials, in addition to sense of self satisfaction and self confidence.

- ii) **Creation of Integrity List:** The concept of Secret List, Agreed List and relatively less popular Suspect List do serve a purpose, though its applicability some time has seen certain defects. These lists are a very effective input tool for management, as unofficially such views are always solicited and relied upon.

The same logic stands for creation of honest list or integrity list. This would balance the positive inputs and negative inputs. The very existence of Integrity lists would prompt people to remain in this list. The only caution is that its implementation has to be delicate and truthful so that it does not lose its sanctity. For this purpose it may be better to use concept of Intensity of Integrity rather than assessment based on a single point. A scale of 1 to 10 could be adopted considering the very nature of integrity. The formal laying down of such assessments may help in clearing unwarranted or coloured perceptions. For this purpose entire scheme may be based on 3 to 4 independent methodologies to checks and balances.

- iii) **Understanding that Technology is not a leveller (from corruption perspective):** The extreme focus on leveraging technology as greatest vigilance tool is dangerous and suicidal.

Though benefits of technology for efficiency and practical necessity of adopting upcoming technologies is crucial, however we must understand that, at the core, Technology follows powerful & wealthy and is a handy tool for corrupt.

But, corruption is all together a difficult problem to deal with, interlinked to basic human traits, weaknesses and survival genes. It is the robustness of the process (designed from vigilance perspectives) adopted for the technology which would curb corruption and not the technology per se.

Tatkal System is one example, where technology is proliferating corruption. The age old FIFO/FCFG (first in, first out i.e. first come first get) is the process for getting normal railway ticket reservations.

However for Tatkal E reservations, this process of FIFO or FCFG is causing corruption through technology route. Instead the process of allotting Tatkal berths through lottery process could annul the channel of corruption created by technological software/Apps/E-Utilities. If 10 berths are available under Tatkal quota, and there is a demand of 50, all 50 applications could be taken in a period of 24 hours and then berths be allotted through a proven process of random picking. This would avoid all artificial 10:00 O'clock to 10:05 O'clock symptoms. This would increase fairness and transparency. Fundamentally FCFG process cannot be the determiner of whose urgency is greater.

Similarly E-Auction Technology adopted is definitely a nightmare from vigilance perspective, as compared to conventional auctions.

GeM could be modified as an alternative to tendering by providing fair and fool proof platforms like Amazon or Flip-cart, instead of present design. It should have customer/user delight as its goal, with power of rejection, transparency in transaction, timely & quick delivery.

The focus on "vigilance proof processes" is needed rather than adoption of new buzz technologies.

iv) **Understanding & Redefining the boundaries of Corruption:**

Corruption (in the context of government or an organisation) is defined as misuse/abuse of official powers for personal gains. The vigilance operates within the boundaries of so called 'Presence or absence of Vigilance Angle'. Both do not have same boundaries.

The practical interpretation of 'misuse/abuse' has vast variations, and covers entire spectrum of irregularities, real or perceived, depending on ethical standards and does encroaches the area of grievances and differences in views.

The way public perceives, understands and talks of corruption, is all encompassing. Anything not right, from a perspective, is called categorised under corruption.

The misuse could be irregularities, not involving illegal transactions. However the line bifurcating, the role where vigilance has to step in and where not, is so thin that considerable energies goes in dealing with inconsequential vigilance works. Vigilance is not policing. Vigilance is neither for implementing discipline nor for solving issues of competencies/efficiency. Similarly criminal acts, law and order matters, security related matters i.e. areas beyond the bribes, illegal gratifications, gross financial losses / crass favouritism with malafide intentions, also require a different skills and techniques and specialised wings.

The boundaries also need to differentiate and deal differently between petty corruptions based on impulsive greed vis-a-vis Collusive Corruption or habitual corruptions.

- v) **Adopting Limited Transparency, neither much nor less:** It's easy and fashionable to talk about transparency and declare it as a solution to corruption. Transparency, deep down if evaluated, is no solution to tackle corruption. It is, in a subtle manner, cause of new viruses of corruption.

Current focus by vigilance, RTI, media (especially social media), and top management has taken transparency to meaningless absurd levels, thereby creating fertile grounds for corruption.

Neither opaqueness is advisable nor nakedness. A reasonable level of transparency, depending on the subject matter, is the need. There are three issues

- a) Every issue or decision cannot be understood by one & all and in the same spirit. Excessive transparency dilutes the quality of decision making, and in way encourages dishonesty, especially in professional areas.

- b) Collusive corruption (which is a real hard nut in the arena of vigilance) does not get resolved through Transparency. E-Auction is an example, so maybe RTI (with due regards for its positive side)
- c) One sided Transparency which is getting implemented, has distorted the balance and defeats the very purpose. This has resulted in terrible issues in tenders, contract or joint ventures.

Transparency alone and transparency per se is not a panacea for curbing corruption. It is the robust processes that are needed.

- vi) **Balance Concept of Rotation, Sensitive Posts:** Blind pursuance of rotation of officials causes corruption. If person with integrity is working on a sensitive seat, this mandatory drive for rotation in practice defeats the very purpose. Similarly, defining a activity as sensitive and remaining as non sensitive is fraught with dangers. Its the person on that seat, who would decide how the seat /post works. A balanced approach and appropriate decision making level are needed.
- vii) **Approach towards complaint dealing:** The analysis of complaints on SWR reflects 80% of these complaints abuse vigilance energies.

Many complaints are nothing more than blackmailing tactics, settling personal scores, grinding one's own axe or derailing good honest decision making. Thus these are tools in the hands of unscrupulous persons resulting in encouraging corruption.

In fact, vigilance many times becomes a puppet in the hands of complainants. The danger is far beyond the impact of complaint, as these complainants discredit persons and organisations, which implicitly affects overall honesty and integrity. Researchers point out that:

- a) Persons who have "low integrity", report more dishonest behaviour;
- b) Persons who have "low integrity", try to find reasons to justify such behaviour;
- c) Persons who have "low integrity", think others more likely to commit crimes—like theft;

- d) Persons who have "low integrity", exhibit impulsive behaviour;
- e) Persons who have "low integrity" tend to think that society should severely punish deviant behaviour.

The way out could be laying down code of ethics for complainants. Complaints sent parallelly to multiple wings like RTI, CPGRAMS, Courts, PMO must be discouraged.

Complaints containing even an iota of lies must be out rightly rejected and strong action taken against such complainant; to avoid a culture of loose rumours. A false complaint is nothing but a corrupt practice.

Similarly a strong mechanism of dealing with frivolous complainants could actually enhance integrity in system. Focus of activities of vigilance must be more on deterrent initiatives and preventive/surprise checks than complaints. The intelligence gathering mechanisms and a system of keeping vigil is far superior vigilance approach than based on complaints.

- viii) **Bringing back those gone astray:** A critical mass of activation at nuclear level is needed to create/ignite the atomic/hydrogen bomb. As of now to make a quantum jump in ethical standards, we require this critical mass of honesty. After that, a clear downslide and complete collapse of corruption would take shape. Amnesty, deep down, is a powerful source of creating honesty. Forgiveness is Divine and at times this could melt away corruption from root.

As per 20:60:20 rule, integrity of 20% employees is an asset to the organisation. Further 20% employees at the other end of spectrum would display highly questionable and intolerable level of integrity. It is the remaining 60% on fence and vulnerable employees, which would decide the overall organisational integrity level. These may require realigning.

Realigning would require seniors/peers/subordinates leading by example, coupled with a policy of forgiveness is divine. Forgiveness here does not imply freedom from Karma, it only means, not condemning for life. Forgiveness means provision of a path to revert back to honesty.

This also requires expeditious finalisation of vigilance investigations and expeditious decision of DA (disciplinary actions) cases.

Summing up:

The Law of Attraction, whether delusional or not, has great potential to be exploited as anti-corruption strategy. Simply put, the Law of Attraction is the ability to attract into our lives whatever we are focusing on. In basic terms, all thoughts turn into things eventually.

I am sure, when a boss or senior tells that (s)he respects honesty of his/her junior, at least for next few hours, that junior/subordinate would aim and try to stick to honesty.

If a Minister/CMD expresses that his organisation is honest, the organisation would become more honest. Obviously, for effectiveness it does require that, the person speaking must radiate this message with credibility and integrity of mansa, vacha, karmana (thoughts, words and deeds).

The Law of concentration has a lot to direct the vigilance awareness events. The Law of Concentration states that whatever you dwell upon grows and expands in your life.

Focus on integrity, talk of honesty, own honesty and same would blossom.

Focus on corruption, and it gets pasture to grow. Ignore integrity and it withers, gets hidden, hither and thither.

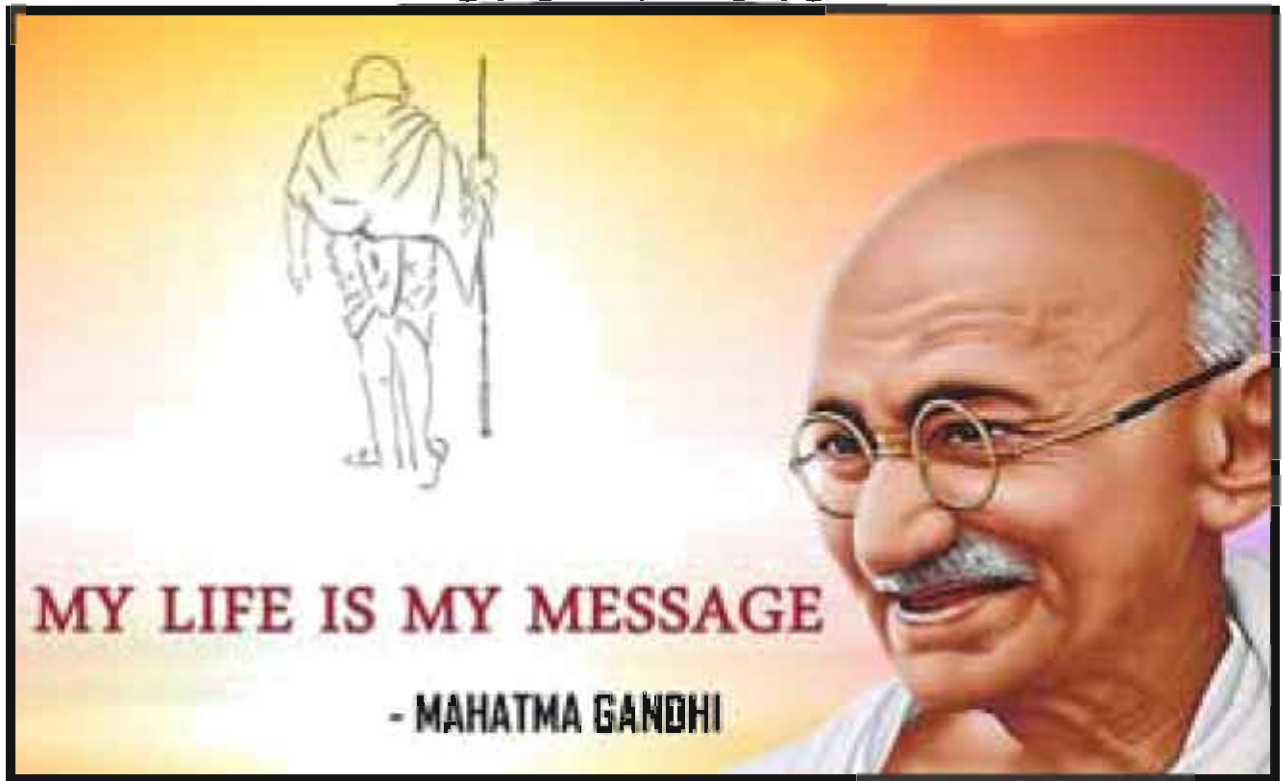
Integrity needs to be adopted with belief and conviction.



Fighting corruption is not just good governance. It's self-defense. It's patriotism.

Joe Biden





Aahwan



By:

H.K. Dutta

Sr. Dy. General Manager,

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A child learns most of the things at home, at school and from the peer group. A characteristic typical of human beings is that they learn till their death. In fact this is the most distinguishing character of Homo sapiens vis-à-vis other living beings. As one is born he/she is pure and has all positive traits. He/she laughs, smiles and cries without any pretension. That is why a child is called the shadow of God. As he/she grows, he/she learns many things from his/her surroundings. One of the traits, which he/she picks up early is to acquire things and be possessive about what he/she acquires. When a child cries, the mother gives him/her a toy, or she sings a lullaby or gives a toffee. Thus happiness gets hooked to things that are external to the child. Gradually, spontaneity reduces in him/her, he/she smiles less and drifts away from nature. It is not that all he/she learns from environment are bad. He/she also observes mother giving alms to beggars, food to the hungry and something to drink to the thirsty. He/she sees father helping somebody who is in trouble. At some point, he/she realizes giving brings joy, bliss and a kind of catharsis which is intoxicating and spreads to others like an epidemic. He/she starts giving away things, feelings and his/her emotions. But it generally gets linked to his/her acquisitive trait i.e. give somebody who had given him/her something earlier – a kind of quid-pro-quo sense sets in him/her.

In the school, the child mostly learns and builds his/her character from the stories in the book or the ones the teacher tells him/her at leisure. While telling an anecdote the teacher said he got two coins on the street, while he was returning home from the school. He picked up the coins. He was in a dilemma – whether to keep the coins or leave them. The acquisitive sense got the better of him and he kept the coins. He rationalized his act by thinking somebody lost the coins as God wanted to punish him

for some of his misdeeds. If he does not keep the coins, he shall act against the wish of God. After some days, while the teacher was returning with his salary he lost four coins which fell on the way through his torn pocket. The teacher said he was hauled up by the Almighty for acquiring those two coins which never belonged to him. The child got an impression that there shall be double punishment if he/she acquires something which belongs to some other. These observations got engraved in the brain and helped in nourishing the conscience.

In college with the onset of youth, there set in a dilemma as to what was wrong and what was right. It was like that of an earthen pot which was finely shaped but yet to be baked. There was a college picnic. The young boy and his friends became the organizer. The boy was given the responsibility of keeping the accounts. He kept the collections, disbursed amounts as per different requirements and documented the transactions. The picnic went off well. On the way back he found some amount still unspent. What to do with that? Keep it for a photo session of the group or have a party with all organisers or return the amount equally to the participants. The matter was discussed with other organisers. A photo session would have been difficult to organize back at the college as all participants could not have been brought together on a particular day. A party by the organisers would have made them seeking a pay for the work that was done in the interest of the community. Returning the amount equally to all, though would be difficult with required change not being available, was considered the right course. Accordingly, the surplus amount was announced alongwith details of accounts and what was to be returned to each of the participants. The announcement was greeted with a huge applause for the organisers. The boy could realise how much the group, which was a slice of young society valued honesty and integrity. A light flashed across his vision through the window of the bus which touched the horizon with the hope of a better tomorrow and an 'Aahwan' to the youth to make the earth a nice place to live.



दैनिक कामकाज में नैतिक दृष्टि से प्रबंधन



नीरज अग्रवाल
वरि. उप महाप्रबंधक
पूर्व मध्य रेल

रेलवे अधिकारियों को कभी-कभी अपने काम में नैतिक दुविधाओं का सामना करना पड़ता है। इसमें कोई संदेह नहीं कि नैतिक व्यवहार विश्वसनीय कार्य-परिणाम के लिए महत्वपूर्ण आवश्यकता है। हम हमेशा की तरह कई व्यवसायों, कार्य से जुड़े उन क्रियाकलापों का सामना करते हैं जिनका नैतिक निहितार्थ है। इस लेख में नैतिक प्रबंधन के विभिन्न आयाम बताए गए हैं।

क) परिभाषा राजा

एक परिभाषा के अनुसार नैतिकता है "दर्शनशास्त्र की वह शाखा जो किसी व्यक्ति तथा समाज के हित की व्याख्या करती है तथा उसके दायित्वों या कर्तव्यों के स्वरूप को स्थापित करती है कि लोग खुद का और एक-दूसरे का आभार व्यक्त करें। आधुनिक समाज में, नैतिकता परिभाषित करती है कि व्यक्तियों, पेशेवर व्यक्तियों और निगमों को एक-दूसरे के साथ कैसे संवाद कायम करना है।"

नीचे दैनिक क्रिया-कलापों के कुछ उदाहरण हैं जो हमारे नैतिक व्यवहार को नियंत्रित और इंगित करते हैं:

- संभावित ठेकेदारों और हितधारकों के साथ संबंधों को संभालना
- जिम्मेदारी लेना, दोष नहीं देना
- जाति, लिंग या धार्मिक संबंध के बारे में कर्मचारियों से न्यायसंगत व्यवहार करना
- जाति, लिंग या धार्मिक संबंध के बारे में ठेकेदारों/परामर्शदाताओं से न्यायसंगत व्यवहार करना

- परफार्मेंस का आकलन करना, न कि व्यक्तित्व या व्यवहार या अपनी दोस्ती का
- स्वामित्व जानकारी का सम्मान करना
- रखना और निकालना (अथवा स्टाफिंग और अनस्टाफिंग)

ख) नैतिक दुविधाएं

कार्यस्थल में प्रबंधक द्वारा सामना की जाने वाली नैतिक दुविधाएं अत्यधिक जटिल हैं। प्रायः प्रबंधक को एक ऐसे मुद्दे का सामना करना पड़ता है जिसे सिद्धान्त/नियम पुस्तिका द्वारा या औपचारिक प्रशिक्षण से प्राप्त ज्ञान द्वारा आसानी से हल नहीं किया जाता है। इस प्रकार की समस्याएं आमतौर पर तकनीकी प्रकृति की नहीं होती हैं बल्कि अधिकतर नैतिक या मानव संसाधन के मुद्दे होते हैं।

- विभिन्न हितों के बीच मूल्य संघर्ष
- वास्तविक विकल्प जो समान रूप से न्यायसंगत हैं
- इस स्थिति में हितधारकों पर महत्वपूर्ण परिणाम

ग) नैतिकता के बारे में मिथक

इनमें से कुछ मिथक नैतिकता की धारणा के बारे में सामान्य भ्रान्ति से जुड़े हैं, उससे उठते हैं। अन्य मिथक नैतिक दुविधाओं के संकीर्ण या सरल विचारों से उठते हैं।

- नैतिकता प्रबंधन से अधिक धर्म का विषय है
- हमारे कर्मचारी नैतिक हैं इसलिए हमें व्यावसायिक नैतिकता के प्रति ध्यान देने की आवश्यकता नहीं है
- नैतिकता एक अनुशासन है जिसका बेहतर नेतृत्व दार्शनिकों, अकादमिक सदस्यों एवं धर्म विज्ञानियों ने किया है
- नैतिकता अनावश्यक है- यह केवल स्पष्ट बताता है: "अच्छा करो"
- नैतिकता बुरे लोगों को उपदेश देने वाले अच्छे लोगों का विषय है

- नैतिकता इस क्षेत्र में पुलिसिया निगरानी है
- नैतिकता को प्रतिबंधित नहीं किया जा सकता
- व्यावसायिक नैतिकता और सामाजिक जिम्मेदारी एक ही बात है
- हमारा संगठन कानून के साथ परेशानी में नहीं है, इसलिए हम नैतिक हैं
- कार्यस्थल में नैतिकता के प्रबंधन में व्यावहारिक प्रासंगिकता कम है

जबकि कार्यस्थल में नैतिक कार्यस्थल के नैतिक मूल्यों को प्राथमिकता देने तथा यह सुनिश्चित करने के लिए है कि व्यवहार उन मूल्यों के अनुरूप हो

घ) कार्यस्थल में नैतिकता प्रबंधन के लाभ

निम्नलिखित सूची में, कार्यस्थल में नैतिकता के प्रबंधन से होने वाले विभिन्न लाभों का वर्णन है:

- व्यावसायिक नैतिकता की ओर ध्यान देने से कार्य वातावरण में पर्याप्त रूप से सुधार दिखता है
- नैतिकता कार्यक्रमों से उथल-पुथल के दौर में एक नैतिक पाठ्यक्रम बनाये रखने में मदद मिलती है
- नैतिकता कार्यक्रम मजबूत टीमवर्क और उत्पादकता को आगे बढ़ाता है
- नैतिक कार्यक्रमों से कर्मचारी विकास और उनसे जुड़े मुद्दों को समर्थन मिलता है
- नैतिकता कार्यक्रम एक बीमा पॉलिसी है, जो सुनिश्चित करने में मदद करती है कि नीतियां वैध हैं
- नैतिकता कार्यक्रमों से "चूक" को आपराधिक कार्य से बचने में मदद मिलता है
- उत्तम किस्म के प्रबंधन, महत्वपूर्ण योजना और विविध किस्म के प्रबंधन से जुड़े मूल्यों के प्रबंधन में मदद मिलती है

- नैतिकता कार्यक्रमों से एक मजबूत सार्वजनिक छवि को बढ़ावा मिलता है
- नैतिक कार्यक्रम समग्र लागत और तुच्छ व्यय को कम करते हैं
- कार्यस्थल में नैतिकता की ओर ध्यान देना सही काम है

ड) नैतिक संगठनों की खासियतें

एक उच्च निष्ठा वाले संगठन की खासियतें नीचे वर्णित हैं

- पूरे संगठन में सत्यनिष्ठा की स्पष्ट तस्वीर और परिकल्पना मौजूद है
- शीर्ष प्रबंधन द्वारा दूरदर्शिता को स्वीकार और सम्मिलित किया जाता है
- पुरस्कार प्रणाली निष्ठा की दृष्टि से जुड़ी हुई है
- संगठन की नीतियां एवं इनके कार्य दूरदर्शिता से जुड़े हुए हैं, कोई भ्रमपूर्ण संदेश नहीं है
- यह समझा जाता है कि प्रत्येक महत्वपूर्ण प्रबंधन के निर्णय में नैतिक मूल्यों के आयाम हैं
- प्रत्येक व्यक्ति से अपेक्षा की जाती है कि वह परस्पर विरोधी हितधारक मूल्य परिप्रेक्ष्य के माध्यम से कार्य करे और इसका प्रबंधन करे
- जिम्मेदारी सामूहिक के बजाय व्यक्तिगत है. संगठन के कार्यों के लिए हर व्यक्ति व्यक्तिगत जिम्मेदारी को हाथ में लेता है
- वे अपने क्रिया-कलापों को उद्देश्य के रूप में देखते हैं
- वे विविध आंतरिक एवं बाहरी हितधारक समूहों के साथ बातचीत करने में सहज होते हैं
- वे निष्पक्षता से अधिक प्रभावित होते हैं

च) नैतिक प्रबंधन के लिए दिशा-निर्देश

नैतिकता प्रबंधन कार्यक्रम स्थापित कर संगठन अपने कार्यस्थलों में नैतिकता का प्रबंधन कर सकते हैं. निम्नलिखित दिशा-निर्देश नैतिकता प्रबंधन कार्यक्रमों को अर्थपूर्ण तरीके से चलाया जाना सुनिश्चित करते हैं कि

- यह स्वीकार करें कि प्रबंधन नैतिकता संगठन के लिए महत्वपूर्ण है और यह एक प्रक्रिया है
- नैतिकता कार्यक्रम की निष्कर्ष पंक्ति है- कार्यस्थल में अधिमान व्यवहारों एवं मूल्यों को प्राप्त करना
- नैतिक दुविधाओं को संभालने का सबसे अच्छा तरीका है कि इनकी उपस्थिति प्रथम स्थान में न हो
- समूहों में परस्पर विरोधी निर्णय लें और उन निर्णयों को उपयुक्त रूप में सार्वजनिक करें
- अन्य प्रबंधन कार्यों के साथ नैतिकता प्रबंधन को एकीकृत करें
- नैतिकता प्रबंधन कार्यक्रम को आगे बढ़ाने और उसे क्रियान्वित करते समय क्रॉस-कार्यात्मक टीम का उपयोग करें
- यह नोट करें कि नैतिक रूप से संचालित करने का प्रयास करना और कुछ गलतियां करना बिल्कुल भी प्रयास न करने से बेहतर है

छ) नैतिकता प्रबंधन की प्रक्रिया

नैतिकता प्रबंधन के लिए दिशा-निर्देश को और बेहतर बनाने के लिए निम्नलिखित प्रक्रिया सुझाई गई है :-

- संगत नियमों एवं विनियमों के पालन में उन मूल्यों की समीक्षा करें जिनकी जरूरत है
- उन मूल्यों की समीक्षा करें जो आपके क्षेत्र में काफी नैतिक एवं सफल उत्पाद या सेवा के तीन या चार शीर्ष लक्षणों को प्रस्तुत करते हैं

- अपने कार्यस्थल में सामयिक विचारों को प्रस्तुत करने के लिए आवश्यक मूल्यों को निश्चित करें
- रणनीतिक योजना के दौरान निष्कर्षों पर आधारित आवश्यक मूल्यों को निश्चित करें
- किन्हीं शीर्ष नैतिक मूल्यों पर विचार करें जिसे हितधारकों द्वारा पुरस्कृत किया जा सकता है
- उपर्युक्त चरण से पाँच से दस तक शीर्ष नैतिक मूल्यों को चुने जो आपके संगठन में उच्च वरीयता वाले हैं, उदाहरणस्वरूप-
 - क) विश्वसनीयता : ईमानदारी, निष्ठा, वायदे का पालन, वफादारी
 - ख) सम्मान : स्वायत्ता, निजता, आत्मसम्मान, शिष्टाचार, सहिष्णुता, स्वीकृति
 - ग) जिम्मेदारी : जवाबदेही, उत्कृष्टता का अनुसरण
 - घ) ध्यान/परवाह : करुणा, सोच-विचार, सेवाभाव, साझेदारी, दया, प्रेम
 - ङ) न्याय एवं निष्पक्षता : प्रक्रिया संबंधी औचित्य, निष्पक्षता, निरंतरता, समता, समानता, सम्यक प्रक्रिया
 - च) नागरिक गुण एवं नागरिकता : कानून पालन, सामुदायिक सेवा, पर्यावरण-सुरक्षा
- प्रत्येक मूल्य से जुड़ने का प्रयास, मसलन दो व्यवहार जो प्रत्येक मूल्य को इंगित करते हों
- उक्ति शामिल करना जो दर्शाता है सभी कर्मचारियों से अपेक्षा की जाती है कि वे नैतिक मूल्य संहिता में वर्णित मूल्यों के अनुरूप चलें
- संगठन के मूल सदस्यों से निष्कर्षतः राय प्राप्त करें
- आचार संहिता से अधिक तरजीह दिये जाने वाले व्यवहारों को प्रस्तुत करने के लिए नीतियों और प्रक्रियाओं को अद्यतन करें



ईमानदारी - एक जीवन शैली

ब्रजेश कुमार त्रिपाठी
उप मुख्य सतर्कता अधिकारी/ई।
पुर्व रेलवे, कोलकाता

वक्त के इस दौर में,
उम्र के इस पडाव पर,
वसूलों को ताख पर, क्यों रखे हम ?
गलत को गलत ना सही !
पर सही भी क्यों कहे हम !!!
माना कि बहुत कुछ सीखना बाकी है,
पर माता-पिता और गुरुजनों ने जो सिखाया,
उन्ही मूल्यों पर तो आज तक टिके हुए है हम ।
हाँ, “ईमानदारी - एक जीवन शैली”, क्यों भूले हम ॥

क्या अच्छा लगता है, कलम हमारी ये लिखने का काम करे ?
भारत का भविष्य निराला, भ्रष्टो का गुणगान करे ?
ये कविता सुना रहा हूँ, मंजिल मेरी नेक हैं,
देश के सब दुश्मनो में, भ्रष्टाचार भी एक है ।
ये बात थोड़ी अटपटी है, पर कहने की मजबूरी है,
ईमानदार हो नाराज अगर, हर आरती अधूरी है ।
इतिहासों में हुआ नहीं है, अब शुरु इस बार हो,
भ्रष्टाचार बना है रावण, तो राम का अवतार हो ।
“ईमानदारी-एक जीवन शैली”, इस नारे का ऐलान करें,
सचमुच सारे जहाँ से अच्छा, अपना हिन्दुस्तान करें ।

हम अंगुल काट के ऋषियों के चरणों में अर्पित करते हैं,
 बचपन तक अपना अक्सर, शौर्य को समर्पित करते हैं।
 सिकन्दर-की समसीर झुका दी, भारत के फौलाद ने,
 शासन को नाकाम कर दिया, एक वीर आजाद ने।
 खेल जगत को हिला दिया है, कोहली सायना नाम ने,
 इतिहास बदल के दिखा दिया है, चन्द्रयान, कलाम ने।
 दस्तखत है इस मिट्टी का, जब समूचे आसमान पर,
 ये भ्रष्टाचार का धब्बा कैसा, मेरे हिन्दुस्तान पर।



The greatness of a man is not in how much wealth he acquires, but in his integrity and his ability to affect those around him positively.

Bob Marley









Fighting Crime & Corruption Simultaneously from the Front



By:
Aditya Awasthi
Asstt. Security Commissioner/R.P.F.

“Corruption Perception Index - 2018 of the Transparency International ranked India at 78th place out of 180 countries or territories with a score of 41 out of 100 as against 40 in 2017, 40 in 2016, 38 in 2015, 38 in 2014, 36 in 2013 and 36 in 2012, reflecting steady decline in perception of corruption in India during last few years. However, countries like Malaysia-61st with a score of 47 and Bhutan-25th with a score of 68 are still in a better position than India as far as perception of corruption is concerned. This year Vigilance Awareness Week's theme “Integrity: A way of life” can be a game changer and the ultimate solution of corruption in India if taken seriously.

Crime and Corruption equally damage any country especially a fast developing nation like India. Indian Railways, the largest employer of the country, is also suffering a lot due to these menaces. Vigilance Branch and the Railway Protection Force (R.P.F.) of the Indian Railways are fighting from the fore front against the menace of crime and corruption. In fact, no other branch of the Indian Railways has its own internal vigilance mechanism like Internal Vigilance Group (I.V.G.) of the RPF which is effectively working for the last 20 years.

Under the dynamic leadership of the Nation, Railways and the Force, RPF is pushing all limits 24x7 to ensure safety & security of travelling passengers across the country taking advantage of its professional trainings and PAN INDIA presence. Like NIA, CBI and Income Tax Deptts., recently RPF has also conducted series of 'All India level Raids'. Striking success of Operation - Storm against touting, Operation - Hunt against Un-booked luggage in Rajdhani trains, Operation - Box against false

declaration of parcels in leased SLRs, Operation - Thunder against touting, Operation - Thirst against unapproved packed drinking water and Operation - Number plate against abandoned vehicles in railway circulating areas, have proved professional competency of the RPF at par with other leading law enforcement agencies of the country. Success of these Operations has proved a blow on anti social elements who were habitual in misusing Indian Railway's vast network for carrying out their illegal activities since long. Surprisingly, during Operation-Number plate, which was conducted just before the Independence Day' 2019 against abandoned vehicles in railway premises, 4 vehicles were recovered which were reported to be stolen and cases were registered previously by the police. Variety of irregularities, involving crimes and corruptions, were unearthed during above Operations, which were dealt with strictly by RPF and other concerned agencies. Relentless efforts of RPF Officers & staff, in making these Spl. drives successful, got loud appreciations from all corners of the country including from Hon'ble President of India, Hon'ble P.M. and Hon'ble M.R.

From the ancient 'Chowkidaar' of Watch & Ward Ira, RPF has proudly emerged as 'CORAS', a dedicated Commando Unit named as 'Commandoes for Railway Security'. After undergoing rigorous and specialized training with elite Commando Units of NSG, Greyhounds, etc. 'CORAS' are being deployed in naxal and insurgency affected railway sections of Indian Railways. Thus, RPF is contributing from the front in the internal security of the nation also at par with State Police and other Central Armed Police Forces. A good number of RPF personnel are contributing their professional efforts to fight against the corruption from the fore front by serving on deputation to Vigilance Branch of the Indian Railways. Their performance has always been outstanding.

RPF has recently been made legally empowered to deal with cases under the Narcotic Drugs and Psychotropic Substances (NDPS) Act, 1985 also. As a result, RPF has recovered narcotics weighing about 3318 Kgs. worth Rs. 5.32 crore with the arrest of 223 criminals during the current year upto june. Having being its main legal mandate of protecting railway property, RPF arrests criminals under the Railway Protection (Unlawful Possession) Act, 1966 (on an average 18 per day) and petty offenders under the Railways Act, 1989 -(2 per minute, yes it is 2 per minute). RPF is on the fore front of contributing in internal security by arresting 17 IPC related criminals per day. On the fore front of social responsibility, RPF is rescuing

destitute/run-away children-(35 per day). Besides, RPF recovered forest products worth Rs. 46.30 lakh with the arrest of 9 persons and wild life worth Rs. 81.50 lakh with the arrest of 31 persons during the current year upto June. During enquiry of above cases, corruption in the form of connivance etc., has been dealt with strictly either by RPF of its own through I.V.G. or referred to Vigilance Branch of the Indian Railways.

RPF and Vigilance have huge responsibility to keep the mammoth network of Indian Railways free from crime and corruption so that its other sister branches viz. Engineering, Mechanical, Electrical, Signal & Telecommunication, Accounts, Personnel, Operating, Commercial, Safety, Medical, etc. can put their best in ensuring smooth operations of the life line of our country. Though, both are leaving no stone unturned to keep the engine of growth of the nation in high momentum, I urge my fellow railway officers & staff to adopt this year Vigilance Awareness Week's theme "Integrity: A way of life" in its letter and spirit for the betterment of ourselves, Indian Railways, India and Society as a whole.



Those who fight corruption should be clean themselves.

Vladimir Putin



Evidentiary Standard in Departmental Disciplinary Action



By:
Shaju A Francis
Sr. Vigilance Officer, WR

1) The dilemma:

Generally, the officials drafted to work in Vigilance organisation would have little experience in and exposure to DAR proceedings (and other departmental actions), its principles and procedure. Naturally, even when they find that somebody has indulged in corruption/serious misconduct, it is difficult for them to assess whether the available evidences would be sufficient to establish the charge. The Inquiry Officials (IO) and the Disciplinary Authorities (DA) also often find themselves in a similar dilemma. To aggravate the problem, from their observation of the (outside) world and reading about the cases adjudicated in courts etc., most of them would have a notion bordering on conviction that without hard evidence nothing gets proved. It is in this context, it becomes imperative that one familiarise himself/herself with the principles governing departmental action and the standard of evidence prescribed for the same.

2) The nature and principles of DAR:

i) Scope:

Administrative action (such as warning, counselling), which is not a penalty under DAR, can be taken against an official for shortcomings /minor lapses on his part by any of his superiors. The provisions of DAR do not apply to such administrative actions as such.

DAR deals with misconduct of Railway officials within the meaning of Railway Servants (Conduct) Rules. While all crimes within the meaning of

IPC and PC Act constitute misconduct, all acts of misconduct need not necessarily be a crime. Though normally crimes cannot be investigated by Railway Vigilance or departmentally, based on the conviction of an official by a competent court he/she can be taken up under DAR by the DA. However, it is also possible to take up an official under DAR for misconduct on account of a wrongful action and prosecute him simultaneously for the same wrongful action when such actions also constitute a crime under IPC/PC Act.

ii) Powers:

DAR proceedings are quasi judicial in nature with the DA being a quasi judicial authority having the powers of a Civil Court. The same applies to inquiry and the IO as well. In addition, an IO is empowered to ensure the attendance of the witnesses including non-Railway persons as per the provisions of The Departmental Inquiries (Enforcement of Attendance....) Act though the procedure is a bit cumbersome. A quasi judicial authority is an administrative entity with powers and procedures resembling a court of law. However, it is not bound by strict rules of procedure.

iii) Principle:

An official can be pronounced guilty of misconduct only on the basis of evidence. Though departmental proceedings need not be carried out in accordance with the rules applicable to judicial proceedings and the Indian Evidence Act as such is not applicable to DAR, the principles of natural justice are to be followed.

iv) Procedure:

The requirement of natural justice will be met if the rules and provisions of DAR, which have been formulated with a view to ensuring natural justice, are adhered to. Natural justice cannot be invoked for going beyond or round the scope of rules at any stage. Though the DAR proceedings should confirm to principles of natural justice, it should not be over legalistic, which is seemingly a position also reflected by the rule that Law Assistants entitled to act as legal practitioners are debarred from acting as Defence Helper of the delinquent officials.

v) **Judicial review:**

The standard of evidence applicable to DAR being 'preponderance of probability' (which is discussed later in this article), courts are precluded from reviewing the findings of the DA, the reliability or adequacy of the evidence on which they rest or the quantum of punishment, provided the principles of natural justice have been followed.

vi) **The standard of evidence:**

The standard of evidence prescribed for DAR is 'preponderance of probability' rather than 'evidence beyond reasonable doubt', as mentioned in IRVM (para 805).

vii) **Different standards of evidence:**

Depending upon the degree of certainty of the truth, the spectrum of the standards of evidence ranges from 'some evidence', 'to beyond reasonable doubt', the intermediate standards being 'reasonable indication', 'reasonable suspicion', 'reasonable to believe', 'probable cause', 'some credible evidence', 'preponderance of evidence', 'clear and convincing evidence', 'beyond reasonable doubt' in the order of degree of certainty of truth.

3) **Why preponderance of probability for DAR:**

The standard of evidence to be adopted is determined based on the gravity of the assertion/charge to be proved, the kind, the severity and the consequences of the action to be taken i.e. either administrative, departmental punitive action or criminal punishment. The more severe the action/punishment, the standard of evidence the higher. While reasonable indication/suspicion may be sufficient for taking a purely administrative action like cancelling a recruitment exam or departmental exam, for taking punitive action for misconduct, the maximum of which is only dismissal from service, the standard of preponderance of probability is sufficient. However, as the maximum punishment for a crime is imprisonment (sometimes, capital punishment), the required evidentiary standard is much higher - 'evidence beyond reasonable doubt'.

Extending this theory further, one can say that for taking administrative action against an official like counselling, which is not a punitive action, evidence of a standard lower than preponderance of probability may do. Further, even within the standard of evidence required for punitive action for taking DAR action, the standard of evidence required for minor penalties can be lower than that required for major penalties.

4) **Preponderance of probability:**

This standard is met if the proposition (the charge levelled against the official) is more likely to be true than not. Though it is possible that the facts of the case (the events, incidents, circumstances etc., based on which the charge is sought to be proved) may lend themselves to more than one logical explanation, the more likely logical explanation is the one showing the charged official's guilt.

It is to be noted that, the principle of preponderance of probability is to be applied for drawing an inference from the facts as distinct from for establishing the facts themselves for which a higher standard of evidence may be required. The standard is applied in persuading that the more likely logical inference that can be drawn from the facts is the charged official's guilt.

In departmental cases the evidences will be mostly circumstantial. Unlike in the case of direct evidence, in the case of circumstantial evidence reliance is to be placed on inference to connect the conclusion (charge) to the facts. Circumstantial evidence is merely consistent with an assertion but does not rule out other explanations. Hence, adopting the standard of preponderance of probability is more suitable in departmental cases.

In contrast to the preponderance of probability, the standard required in criminal prosecution is evidence beyond reasonable doubt where no other logical explanation of the facts than the one establishing the charge of the facts is possible.

5) **Other important points:**

- i) In the light of above observations, one can also draw an inference that though an official is exonerated of the charge of a crime by a court, the corresponding charge of misconduct could be proved in DAR proceedings

based on the same set of evidence and witnesses as in the court case. This will also make it amply clear that the evidence in DAR need not be capable of standing judicial scrutiny.

- ii) In this regard, it is also to be borne in mind that there may not be anything called absolutely indisputable or incontrovertible evidence. Even the testimony of an eye witness, which is normally regarded as a direct evidence of highest standard, may be called into question given that physical memory of a person can alter over a period of time and he/she may speak untruth against his/her conviction and intent.
- iii) It is also pertinent to note that with respect to DAR cases where the charge is misconduct attracting vigilance angle, for consideration of the motive of the underlying act of the charged official and the adequacy of evidence, the guidelines given by CVC (Circular No 12/10/16) in the light of a Supreme Court verdict to the effect that, as direct evidence of corruption may not be forthcoming in every case, it is for the DA to determine whether a pattern has emerged on the basis of which an inference that an officer was actuated by extraneous considerations in doing the underlying act/taking the underlying decision can be drawn, could be a touch stone.

CONCLUSION:

Realising the zeitgeist and the need to go full steam against corruption, we must fully exploit the enabling and favourable provisions as indicated in the preceding paragraphs and others, at the same time keeping in view that the DAR proceedings are far more rigorous than any administrative processes.



A Journey of an Honest Railway Official

By:
VDRS Sastry,
CVI/Stores/SCR

Indian Railways is the biggest Government Organization of India which gives employment to more than 13 Lakh people. This is the story of an honest Railway Employee who served the railways for more than 20 years.

Mr. Ram is a Sr. Supervisory Official working in Engg. Deptt. He is the official responsible for safe maintenance of tracks and smooth functioning of train operations under his jurisdiction.

His day starts with distribution of staff (gangmen, trackmen) to nominated sections for track maintenance, locating track failures and arranging to clear the failures, timely disposal of scrap, monitoring the progress of works in his jurisdiction, timely preparation of muster rolls for arranging timely payments to the Gr-D staff, timely arranging promotions to the qualified staff as per their eligibility..etc.

During the execution of Works contracts, many contractors have lured him with attractive gifts and offered monetary bribes to accept substandard materials to be used to execute the works. But he has never succumbed to the temptations and compromised with quality of the works he was supervising.

Once he came across a case, wherein he noticed one non-stock material was received without MRP stickers on the material packings from a firm . On thorough check by him, he noticed that MRP stickers were deliberately erased.

Then, to ascertain the actual MRP of the supplies, he made a reference to OEM to furnish the MRP of the above subject material. Accordingly OEM has submitted the MRP for the said item. On comparing the MRP with AIR (All Inclusive Rate)

mentioned in the Purchase Order for the item, it was revealed that AIR quoted is 50% higher than the MRP of the item.

A reference was made to the firm to furnish the reasons for supplying the materials at more than the MRP rates. The firm admitted that they have quoted rates higher than MRP citing various reasons. Further the firm also requested to accept the material by offering some bribe money. But, Mr. Ram being a stubborn person who always sticks to moral ethics, has rejected the supplies duly informing the same to his seniors. Further, he had informed Stores Department about the mischief done by the firm and also recommended to take stringent action against the firm. Finally the firm had accepted to supply the material at MRP prices. In spite of all temptations offered by the firm which would have alleviated his strained financial position caused by severe health problems of family members, Mr. Ram had never surrendered his conscience and his integrity nor yielded to any pressures and did his work with utmost integrity and devotion to duty. This resulted in a savings of Rs.8 lakhs to the railways and appreciation from the administration.

Mr. Ram has done his job to his utmost satisfaction and to the satisfaction of his higher-ups. During his tenure he never allowed any complacency in his work and not allowed others too. He thereby has set highest standards of moral ethics in his department and this was an inspiration to other staff and officers working in his unit.

Though Mr. Ram in this story is a fictional character, but there are several such honest officials like Mr. Ram in Railways who set high standards of moral ethics & integrity and who strive to work hard in spite of facing so many hurdles while performing their job in the railways. Indian Railways has emerged as a successful organization in serving the nation with pride and integrity only because of its committed workforce.



People that elect corrupt politicians, imposters, thieves and traitors are not victims... but accomplices.

George Orwell



Can You Identify me?



By:
R.P. Joshi
JDV(S)/RB

Knock! Knock!!

Who's there?

It's me. Opportunity.

Can't be.

Why???

Because opportunity knocks just once.

OK. Can you identify me?

How can I? Can't see you. Aren't you tangible?

Here you are right. But I am the most ubiquitous immortal thing around and have been so since time immemorial. Even gods, sages and hermits could not evade me, what to talk of a mundane man.

Oh? What's your genesis?

Well, greed ('Lobh') is considered to be my creator and I am its progeny.

What nurtures you?

It is the power—especially unbridled one.

How do you manifest yourself?

I manifest myself in various forms – misuse of power, arbitrary decisions, nepotism and Stop? Am I a fool-hardy to reveal everything to you.

Well, Enough is enough. Don't brag, boast and be so proud in self aggrandisation. Now, be on the receiving end.

What!Umm!!!

You are very cheap–, cancer of modern society – a boon for the opportunists but a bane for the Administrators, society and a common man divesting them of what they truly deserve.

Yeah. Well done!! But, do you have a remedy? Can you put a firewall against me.

Why not? It's enough of your wickedness!

The pitcher of your sins is up to the brim. People are quite educated, aware and vigilant not to fall prey to your placebo entrapment. Won't be able to ensnare/captivate others any longer.

Governance is progressively transparent, receptive to ideas and modern technology and digitization are measures enough to root you out. It's time to pack up, ('CORRUPTION').



He who earns his bread by the sweat of his brow and shares with others what he so earns can be called truly honest

Nanak



झूठी शान



नीरज कुमार श्रीवास्तव
मुसतानिर चिकित्सा
पूर्वोत्तर रेलवे, गोरखपुर

क्या बनना चाहे इंसान, दिखलाता है झूठी शान ।
जीवन रूपी नाव चलेगी, नहीं चाहिए जुगत तमाम ॥
थोड़ी सी मेहनत कर पाले, रोटी कपड़ा और मकान ।
बदनामी की आंच ना आए, बना रहे तेरा सम्मान ॥
क्या बनना चाहे इंसान, दिखलाता है झूठी शान ॥
सच्चाई के साथ चलेगा, गिर जाएगा फिर संभलेगा ।
लेकिन एक दिन मेहनत करके, सबसे आगे तू निकलेगा ॥
मेहनत की रोटी खाएगा, चैन दिव्य सा पा जाएगा ।
धीरे-धीरे आगे बढ़ कर, कर सकता है काम महान ॥
क्या बनना चाहे इंसान, दिखलाता है झूठी शान ॥
सब कुछ पाकर नींद ना आए, सच्चा पत्थर पर सो जाए ।
गलत काम जब करने जाए, तेरा मन तुझ को समझाये ॥
मन के कानों से सुन ले तू, क्या कहता तेरा ईमान ।
क्या बनना चाहे इंसान, दिखलाता है झूठी शान ॥
सब कुछ संभव हो सकता है, मेहनत से कर सारे काम।
सिखा रही है 'गाड़ी' चलना, जीवन चलने का है नाम ॥
रावण मन में बसता जाए, मत करना तू ऐसे काम ।
क्या बनना चाहे इंसान, दिखलाता है झूठी शान ॥



ईमानदारी का पर्व मनाएं



महादेव कुमार मंडल
मुख्य सतर्कता निरीक्षक, भंडार
पूर्व मध्य रेल, हाजीपुर

सच्चे का रहता है बोलबाला
और झूठे का मुँह होता काला
फिर भ्रष्टाचार छोड़ चलें
हम ईमानदारी की राह अपनाएं
ईमानदारी का पर्व मनाएं.....२

सच्चा जीवन बड़ा अनमोल
पाप के विष उसमें मत घोल
उच्च आदर्शों के मानक पर
जीवन को खुशियों से सजाएं
ईमानदारी का पर्व मनाएं.....२

ना कुछ लाये ना कुछ ले जाना
फिर नाहक भरते रहते खजाना
सादा जीवन उच्च विचार रख चलो
लोभ-मोह को दूर भगाएं
ईमानदारी का पर्व मनाएं.....२

जो भी जितना ही भ्रष्ट हुआ
अंत में उतना ही त्रस्त हुआ
रहें सावधान यह रखें ध्यान की
भ्रष्टाचार पास ना आने पाएं
ईमानदारी का पर्व मनाएं.....२

जिनकी रहती है सच्ची निष्ठा
उसको सदा ही मिलती प्रतिष्ठा
खुद भी बनें और औरों में भी
सत्यनिष्ठा की अलख जगाएं
ईमानदारी का पर्व मनाएं.... २

जब भी करो तो हो बस सत्कर्म
निःस्वार्थ सेवा ही तो मानव धर्म
नर ही तो हैं इस जग में नारायण
मानव सेवा यूँ ही बस करते जाएं
ईमानदारी का पर्व मनाएं.... २

यूँ तो गलत है करना बुराई
उससे भी गलत है सहना बुराई
जब है सतर्कता साथ आपके
तो फिर सहें नहीं आवाज उठाएं
ईमानदारी का पर्व मनाएं.... २



Since corrupt people unite among themselves to constitute a force, then honest people must do the same.

Leo Tolstoy





SHRI BHOLA WITH NALLABHONGHA PATEL



ईमानदारी- जीवन की एक शैली



नीतीश कुमार रंजन
(उप प्रमुख सतर्कता अधिकारी/दपरे)

सत्यनिष्ठा का मार्ग अनवरत प्रशस्त करे,
आडम्बर भरी जिंदगी को थोड़ा सहज करे।
आदर्शों के मापदंड पर खरे उतरते जाना है,
राष्ट्र निर्माण की दिशा में अथक बढ़ते जाना है।
नहीं करना बेईमानी से अपनी छवि को मैली,
ईमानदारी हो हमेशा अपने जीवन की शैली।

वैभव की तृष्णा में ना विचलित हो,
उत्तम पथ सर्वप्रथम सुनिश्चित हो।
सही गलत का भेद ना जो समझा है,
चिंता की जाल में सदा वो उलझा है।
सुखदायक होती है सुअर्जित धन की थैली,
ईमानदारी हो हमेशा अपने जीवन की शैली।

शिखर आरोहण एकमात्र ना उद्देश्य हो,
पदचिन्हों पर भी अपना ध्यान विशेष हो।
नीयत में निश्चलता और कर्म में पूर्ण दृढ़ता,
वर्णानातीत हैं दुनिया में दोनों ही साधकता।
सन्मार्गी की कीर्ति जग में सदा रहती है फैली,
ईमानदारी हो हमेशा अपने जीवन की शैली।

नीतिसंगत निर्णय सुव्यवस्था का सूचक है,
उन्नत विचारधारा के अस्तित्व का द्योतक है।
भ्रष्टता का उन्मूलन एक सामूहिक दायित्व है,
जिसे प्रारंभ करता हमारा निजी व्यक्तित्व है।
अन्यथा प्रलोभ उत्प्रेरित इच्छा है अति विषैली,
ईमानदारी हो हमेशा अपने जीवन की शैली।



*I did not make any big speeches but acted upon working
against corruption.*

Narendra Modi



सत्य संकल्प



दिनेश कुमार
तकनिशयन/पीसीबे/ एस एम एस

आओ आज संकल्प करें,
भारत का कायाकल्प करें ।
सत्य पथ पर अडिग रहें,
हर विघ्न बाधा को सहें ।
तनिक न विचलित हो पथ पर,
हो सवार सत्य के रथ पर ।
छोड़ लोभ के बंधन को,
अपनाये संतोष प्रबंधन को ।
सब पापों का जड़ है लोभ,
इससे खुद को करें विक्षोभ ।
पाप कर्म की नापाक कमाई,
सारे जग को नरक बनाई ।
अपने कर्तव्य पथ पर अग्रसर,
सत्यमेव जयते मंत्र निरंतर ।
हक अधिकार की बात करें सब,
पर कर्तव्य की बात करें अब ।
करें निर्वहन सत्य कर्म का,
सत्यनिष्ठा के अपने धर्म का ।
खुद चले सबको बताए,
प्रगति पथ पर भारत बढ़ाएं ॥



Reading them instills some values and ethics in the minds of reader. So let us enjoy some stories with moral.



By:
Mahalakshmi Iyer
PS to PCE/RWF

Everyone enjoys reading stories, that too with a moral. Reading them instills some values and ethics in the minds of reader. So let us enjoy some stories with moral:

Story - 1 : Friends outing

One night four college students were out partying late night and were not prepared for the test scheduled next day. So they thought of a plan. They made themselves look dirty with grease and dirt. They met the Dean and said that while returning from a family function one of the tyres of their car burst hence they had to push the car all the way back. So they were in no condition to take the test and requested for a re-test after a few days.

The Dean thought for a while and informed that they can take the re-test after 3 days. On the third day, they appeared before the Dean. The Dean said that as this was a Special Test, all four were required to sit in separate classrooms. They all eagerly sat for the test as they had prepared well in the last 3 days.

The Test consisted of only 2 questions for a total of 100 marks:

- 1) Your Name? _____ (1 mark)
- 2) Which tyre of the car burst? _____ (99 marks)

Options – (a) Front Left (b) Front Right (c) Back Left (d) Back Right

No doubt, all the four students were left dumbfounded and lost in thought only if they had told the truth?

Moral of the story: Telling lie is fatal to oneself. Only truth prevails.

Story - 2 : Innocent young man

Once upon a time, an old man spread rumours that his neighbor was a thief. As a result, the young man was arrested. Days later the young man was proven innocent. After being released, the innocent young man felt humiliated and sued the old man for wrongly accusing him.

In court, the old man told the Judge, "They were just comments, didn't harm anyone.." The judge, before passing sentence on the case, told the old man, "Write all the things you said about him on a piece of paper. Cut them up and on the way home, throw the pieces of paper out in the open. Tomorrow, come back to hear the sentence".

The next day, the judge told the old man, "Before receiving the Sentence, you will have to go out and gather all the pieces of paper that you threw out yesterday". The old man said, "I can't do that! The wind must have scattered them and I won't know where to find them".

The judge then replied, "The same way, simple comments may destroy the honor of a man to such an extent that one is not able to fix it". The old man realized his mistake and asked for forgiveness.

Moral: Do not blame anyone without knowing the fact or a truth.

Story - 3: King and the gold coin

A Sage picked up the gold coin lying on the road. He was satisfied with his simple living hence had no use of it. So, he thought of donating it to the one who is in need. He went around the streets throughout the day but could not find anyone such. Next morning, comes across the king who is on his way for invasion of another state with his war

ready army. When the king saw the sage, with folded hand he prayed, "Oh Great Sage, I am going to war to win another state so that my state can be expanded. So bless me to be victorious".

After thinking, Sage gave that single gold coin to the king! The king was confused with this because what use he has for a single coin while he is already one of the richest kings! Sage explained, "Oh Great King! I found this coin yesterday while strolling around the streets of your capital city. But I had no use of it. So, I desired to donate it to someone needy but found no one such. Everyone was living a contented and happy life. I could not find anyone to give this coin. But now I find that the king of this state still has the desire to gain more and not satisfied with what he already has, so I felt you were in need of this coin."

The King realized his greediness and gave up the planned war.

Moral: Self content brings happiness. Greediness brings more craving.



There is a higher court than the courts of Justice and that is the court of conscience. It supercedes all other courts.

M.K. Gandhi



“Integrity” - A Way of Life



By:

Joy Susan Lincoln

Steno, Sr. DSTE/O/UBL/SWR

I) INTRODUCTION:

- 1) **Definition:** Integrity, as defined by the dictionary, is “the quality of being honest or having strong moral principles.” People with integrity are generally known to be trustworthy, honest and kind. Honesty and integrity are defined as qualities that allow an individual to do the right thing as often and as much as possible, and when they have done the wrong thing they admit to what they have done.
- 2) **Origin :** The word 'integrity' comes from Latin word 'integer', which means 'wholeness'. This wholeness can be described as internal consistency, combining beliefs, words, and actions. Consistency is often related to a situation with external pressure to revise opinion or action. In many situations, there is strong pressure from authorities, colleagues, or common opinion to agree with a rival recommendation or at least to accept it without objections. The external pressure is not necessarily negative; it might be a temptation, a positive opportunity but one implying abandonment of important personal beliefs. Integrity is manifested by expressing and following a personal position rather than adjusting and conforming to external demands.

II) THE PRESENT SCENARIO:

We live in a world where integrity isn't talked about nearly enough. We live in a world where “the end justifies the means” has become an acceptable school of thought for far too many. Sales people over promise and under deliver, all in the

name of making their quota for the month. Applicants exaggerate in job interviews because they don't want the board of directors to replace them. Entrepreneurs overstate their proformas because they want the highest valuation possible from an investor. Investors understate a company's value in order to negotiate a lower valuation in a deal. Customer service representatives cover up a mistake they made because they are afraid the client will leave them. Employees call in "sick" because they don't have any money paid time off when they actually just need to get their festive shopping done. The list could go on and on, and in each case the person committing the act of dishonesty told themselves they had a perfect valid reason why the end result justified their lack of integrity.

It may seem like people can gain quickly and easily if they are willing to cut corners and act without the constraints of morality. Dishonesty may provide instant gratification in the moment but it will never last. I can think of several examples of people without integrity who are successful and who win without ever getting caught, which creates a false perception of the path to success that one should follow. After all, each person in the examples above could have gained the result they wanted in the moment, but unfortunately, that momentary result comes at an incredibly high price with far reaching consequences. That person has lost their ability to be trusted as a person of integrity, which is the most valuable quality anyone can have in their life.

III) "INTEGRITY IS AN ACHIEVEMENT, NOT A GIFT":

If I could teach only one value to live by, it would be this, "Success will come and go, but integrity is forever". Ethics and success are deeply linked. Ethics are the foundation on which long-term success is built. Integrity is defined as the adherence to moral and ethical principles. Integrity is, therefore, the result of strong ethics. It is a quality I strive to uphold. Building a reputation of integrity takes years, but it takes only a second to lose, so never allow yourself to ever do anything that would damage your integrity. Personal integrity has its concrete definition and its driving motivation. Its achievement, in matters of conduct, carries with it a peculiar problem. Integrity, therefore, is an inclusive virtue. Anyone who develops it does so by decision and by choice. If individual integrity is a moral virtue, then it is a special sort of virtue. One cannot be solely concerned with one's own integrity, or there would be no object for one's concern. Thus

integrity seems to be a higher-order virtue. Integrity is the foundation of character.

IV) INDIVIDUAL AND PROFESSIONAL INTEGRITY

The integrity of individuals describes the space within which persons realize their identity in their fundamental roles as members of specific moral communities and traditions, as legal subjects, and as citizens in a specific political community. Individual integrity is encouraged and rewarded in all societies because of its importance to social commerce. At the individual level, integrity is more than ethics; it is all about the character of the individual. It is those characteristics of an individual that are consistently considerate, compassionate, transparent, honest and ethical. A person of integrity is willing to bear the consequences of his convictions, even when this is difficult, that is, when the consequences are unpleasant states.

Professional integrity is a sub-category of individual integrity and very much a matter of the extent to which a person displays personal integrity in professional life. The term 'professional integrity' is often used to refer to conduct in carrying out a work role that is in accordance with commonly accepted general principles of the profession and the specific codes or guidance produced by professional bodies. Professional integrity can be described as a process of continuous reflexive sense-making which may even involve re-evaluating and giving up previously held ideals and principles. There are clear role obligations to employers, clients, and professional groups with whom they are legitimately engaged. However, wherever beliefs and values vary from those of the individual, there is bound to be some kind of compromise, and how this compromise is worked out and enacted can be seen as the business of manifesting integrity. Thus professional integrity might not necessarily be the most clearly manifested in the person with the strongest conscience or the most strongly held set of values that brook no compromise. Professional integrity is greater if it is not just following the demands of the profession, but doing so in such a way that will not diminish others' lives.

V) WE ARE RESPONSIBLE FOR OUR OWN SELF :

Integrity is how somebody lives their life. In this life we live, we face choices every

day that only we can answer. We dictate how we run our own lives, and the way we run them defines us. If we're all forced to comply, we would have a much safer world. Nobody forces us to do anything, and that is the point. Our personal integrity can only be formed by one person: ourselves. Nobody can control our integrity. They can try to sway it (and they do almost daily), but they cannot change it unless we allow it to be changed. We are presented with choices every day. Many are easy to make and cause very little stress, but some choices can be extremely difficult and have significant consequences. The difference between making the right choice or the wrong one is often determined by a person's character, which is based upon the qualities of integrity, responsibility and honesty. Gaining an understanding of these three character traits and how to build them is critical to creating a lifetime of positive outcomes. Integrity is one of the six essential qualities that are the key to success. The other five are sincerity, humility, courtesy, wisdom, and charity. Integrity is about doing what is right rather than what is appropriate.

VI) WHY LIVE WITH INTEGRITY

- 1) **It's Easier:** It may seem like it's at first blush, but living with integrity is easier than living a deceitful life. While making unethical decisions, it is often easier in the short term; it eventually takes its toll. There's no real happiness to be found in struggling to remember your lies, living in fear of getting caught and not feeling like you truly earned your reward. It's empty and stressful. Living with integrity brings wholeness and peace. Your conscience can rest easy, and you can look at yourself in the mirror with pride.
- 2) **It builds Trust:** A man of integrity is a man others can count on. They know he will do what he says he will do. He is promoted at work because he can be trusted with greater responsibility. His wife knows that when he says he's working late, he really is. His friend feels comfortable opening up to him and turning to him in times of crises. When you choose to live with integrity, all your relationships will be healthier, stronger and more satisfying.
- 3) **It Serves as a Basis for Value Judgments:** The question given above raise some sticky issues. Every day we are faced with similar dilemmas. A commitment to live a life of integrity allows you clarity, when you have to

make hard choices. You won't be at war with yourself over which path to choose. Instead, you'll experience the confidence that comes with having every aspect of your life knit together in a unity of purpose.

VII) CONCLUSION:

Honesty and Integrity sometimes require being confrontational. Sometimes, it means standing alone in your beliefs and behavior. Confrontation takes courage. Many people would prefer to take the path of least resistance. They would rather submit to gossip, betraying confidences and dishonesty than to stand up for what they say they believe in. But in the long run, you will be more trusted, respected and even loved if you are honest and kind to others. Work to be an "authentic" person. Work to live a truthful, integrated existence. Carefully evaluate your values and live by them.



The wealth earned through pious means flourishes; those who earn through dishonest means are destroyed

Atharvaved



Anti-Corruption Starts From You



By:

Dontula Durga Rao
OS/SDGM/O/SCR

Corruption, as its definition states, is the “misuse of public trust/resources for private gain”. Money/resources meant for the benefit of people are utilized by few individuals for private gain. It is nothing but infusion of wrong ideals (greed, bribe, selfishness, etc.) and putting one's self interest before the larger benefit of society. Corruption is a universal phenomenon. There has been a constant struggle to fight against corruption at different levels through different ages by different rulers.

During the Kautilyan period corruption was not tolerated at all and dealt with severely and all the ill-earned money was confiscated. Kautilya had his own criteria for selection of officers to perform. Once basic qualifications were met he tested them on their attitude to piety, lucre/revenue, lust, fear, etc. Those who completed these criteria of piety were appointed as judges/magistrates and those who crossed the test of revenue became revenue collectors, and those pass the test of lust are appointed to the king's harem. The candidates passing the test of fear are appointed as king's bodyguards and personal staff and those who pass all the tests are appointed as councillors. There have been continuous similar efforts to curb corruption till today.

Now the task of monitoring of vigilance activities, implementation of the anti-corruption measures in the Public Sector, maintenance of transparency, integrity and integrity in the Public Sector viz. Public Sector Undertakings, Central Government Departments, Ministries and Public Sector Banks are done by the Government through Central Vigilance Commission which acts as the apex body for exercising general superintendence and control over vigilance matters in administration.

To eradicate corruption entirely, not only the efforts of the Government in different ways like organising seminars, conducting checks, taking DAR action and other measures, but also the contribution of the individuals is essential as the Government make laws, whereas individuals have to follow them.

Before throwing light on the contribution of the individuals in the eradication of corruption, it is pertinent to ponder upon the following points:

- a) What is the need to arrest corruption?
- b) Who will arrest corruption?
- c) When the act of anti-corruption should start?
- d) Where the act of anti-corruption should start?
- e) How it is to be fought by an individual and transforming himself as a warrior against corruption?

If individuals uphold good moral values and are aware of the consequences of their actions, they will automatically refrain from indulging in any act of corruption. So it can be construed that corruption can be prevented from within if an individual imbibes strong moral values of integrity, honesty, leadership, accountability, transparency, fairness, equity and trust. Some light is thrown below on the above aspects:

1) **What is the need to arrest corruption:**

It was the duty of our forefathers to struggle and provide freedom /liberty and they achieved independence to us. Similarly, now it is our moral obligation and binding duty to strive for a corruption free India and provide a clean atmosphere for the coming generations.

The individual tries to achieve monetary gains through short cut methods and expects something in return for the work he is designated to do. When a man accepts some undue-gain there is every possibility to experience physical changes like palpitations, profuse sweating and undue anxiety. A good person will never want to be in this kind of situation and will correct himself with the fear about

endangering his own health in the long run. So in order to possess a healthy individual mind and body and to create a better society, it is essential to arrest corruption. Thus staying away from corruption will result in the individual having inner joy, energy, enthusiasm and peace of mind.

2) **Who will arrest corruption:**

There is a mechanism in every country to curtail it with different names. But the effort of only the Government is not sufficient to eradicate it. It recalls the old adage "You can take a horse to the pond, but you cannot make it drink". Similarly the government's policies alone will not work, if there is no public participation and co-operation. A psychological movement for a corruption free India must come from the minds of the people, as gigantic as the Swatch Bharat cleanliness drive.

3) **When the act of anti-corruption should start:**

It is never too late to start a good job. Every minute and every step is auspicious in the psychological war against corruption. There is no time bar to eradicate it. It can be started right away with the positive approach. Anyone can be the possible model to others for implementing honesty and integrity in every walk of life and thereby inviting mental as well as physical peace both in the house and the place of working.

4) **Where the act of anti-corruption should start:**

As said earlier, corruption can be fought at any level and any place, be it the home or the place of work. Most of the time it may not be visible, but as an individual there is a need to introspect and not be oblivious to the wrong going on.

5) **How do we start anti-corruption:**

This is the most important and arduous task, but it is possible to fight against corruption in the form of inner transformation by becoming a strong, valiant, honest, brave psychological warrior.

The following are some of the ways to start "Anti-corruption from us /you"

- a) Corruption is dangerous and unhealthy. It corrodes the person from inside. Thus it is imperative to give heed to his inner voice or conscience. Thus in order to lead peaceful, fearless, happy life it should be avoided by following the truthful way.
- b) By avoiding lip-service in the form of giving lectures, preaching about anti-corruption, but not practicing. Rather be role model to others in possessing honesty and integrity in every walk of life.
- c) Internalizing the fact preached by all religions - "Life is short and momentary - it may end at any time". If the human mind relates to this fact, then the realization creeps in that there is absolutely no need to possess money or wealth, even a bit more than what is actually necessary. We have not brought anything at the time of our birth and will not carry anything after death and the excess whatever earned will be left for somebody. Then why one should be greedy in amassing excess wealth through illegal means, which is the root cause of corruption. This greed for wealth must be slowly crushed and removed from the mind. This is the basic truth of all religions and must be injected into our minds.
- d) The Indian culture indicates that "A generous man never cares for wealth, just like a valiant and patriotic soldier who never cares for his life in the war". Thus when a man considers his life as mere grass, almost nothing in comparison to his ethics, principles and his country at large, he can spend a happy life which leads to simple living and high thinking because he is contented with what he has.
- e) Corruption is dangerous and unhealthy. It corrodes the person from inside. Thus it is imperative to give heed to his inner voice or conscience. Thus in order to lead peaceful, fearless, happy life it should be avoided by following the truthful way.
- f) For transformation of a corrupted person it is necessary to confess, shed all the past and start afresh with a honest, sincere and accountable life to God because "if nobody catches a dishonest /corrupted person, God will catch him"

- g) In Indian Society family is an important element as it is a place from where the children are to be moulded and trained as weapons against corruption. Children should not be given any gift whenever they complete any work. It must be taught that it is their duty. Moreover, they should not be allowed to resort to shortcut methods in bringing/purchasing anything from/shops/malls/ milk-booths, paying different types of bills, writing exams etc. Thus these habits should be nipped in the bud and the right way should be shown to see that they pass through in the same right path. Before that the elders in the family should set an example for them and become role models. When they grow up, they feel that their duty of the youth is to challenge corruption.
- h) Inner-development of attitude to fight against corruption, improvement of technical, soft and academic skills in order to cope up with the latest technological developments both at the personal as well as professional spheres, even at the cost of personal expenses in order to acquire skills and undergo training, which gives an impetus to face challenges.
- i) Unbiased weekly review of the both personnel and professional performance without any exception and without resorting to lame excuses. There is no cost for this but it offers mental peace and courage.
- j) Overcoming stress in the performance of duties which arose out of lack of proper information, lack of sufficient staff, lack of proper coordination among different departments, miscommunication, etc. Whatever may be the circumstances, one should not loose one's own balance of mind and inculcate the habit of performing the duties with utmost honesty and sincerity, leaving the result to God.
- k) Change is the law of life. A change in the lifestyle by showing compassion, love gratitude on both persons and animals and paying attention on physical and mental health.
- l) Meditation is the best medicine which we derived from our ancestors and recharges our mind and body and thereby making us strong soldiers to fight against all odds of life.

- m) *Maintaining silence is one of the best ways to generate power provide peace and calmness which help us in the right path in the fight against corruption and further speedy and effective disposal of the assigned work.*
- n) *Developing a positive attitude towards life, way of working, and upbringing of family, is the way to fight corruption.*

All the above ways makes an individual to start the fight against corruption. It is possible to eradicate corruption totally, when there is an unquestionable love and patriotism for our family and country respectively. There are numerous examples of our valiant soldiers and freedom fighters through history showing us the way to achieve the impossible goals even at the cost of one's life.

When there is true love of our country, we will not care for our lives in every fight either with enemies or with corruption. In order to attain success we must sow the seed of simple living, high thinking and love towards family and country in order fight not only with corruption but also any evil even from the womb of a child just like Abhimanyu so that they fight till they achieve their goal.

जय हिन्द



Nearly all men can stand adversity, but if you want too test a man's character, give him power.

Abraham Lincoln



ACKNOWLEDGEMENT

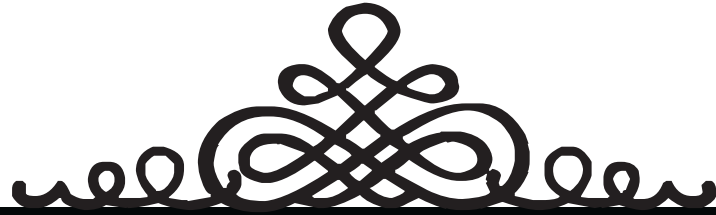
We would like to thank all the Officers and Staff of the Indian Railways who have put in their valuable time and effort to contribute articles/poems, etc. for publication in response to our invitation. The tremendous response received and great interest shown in making this venture a success is highly appreciated and our only regret is that several of the contributions although excellent in all respects for inclusion in the journal, could not find a place here, on account of space constraint.

The views expressed in this publication are of the authors and not necessarily that of the Vigilance Directorate, Railway Board. Articles published in "Chetna Aahwaan" cannot be taken as the official views.

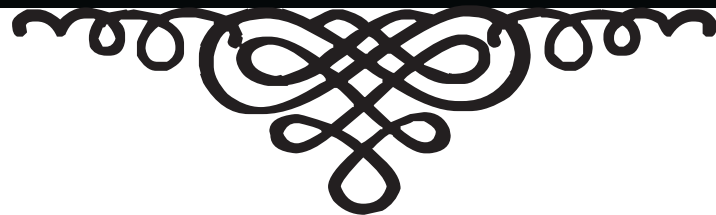
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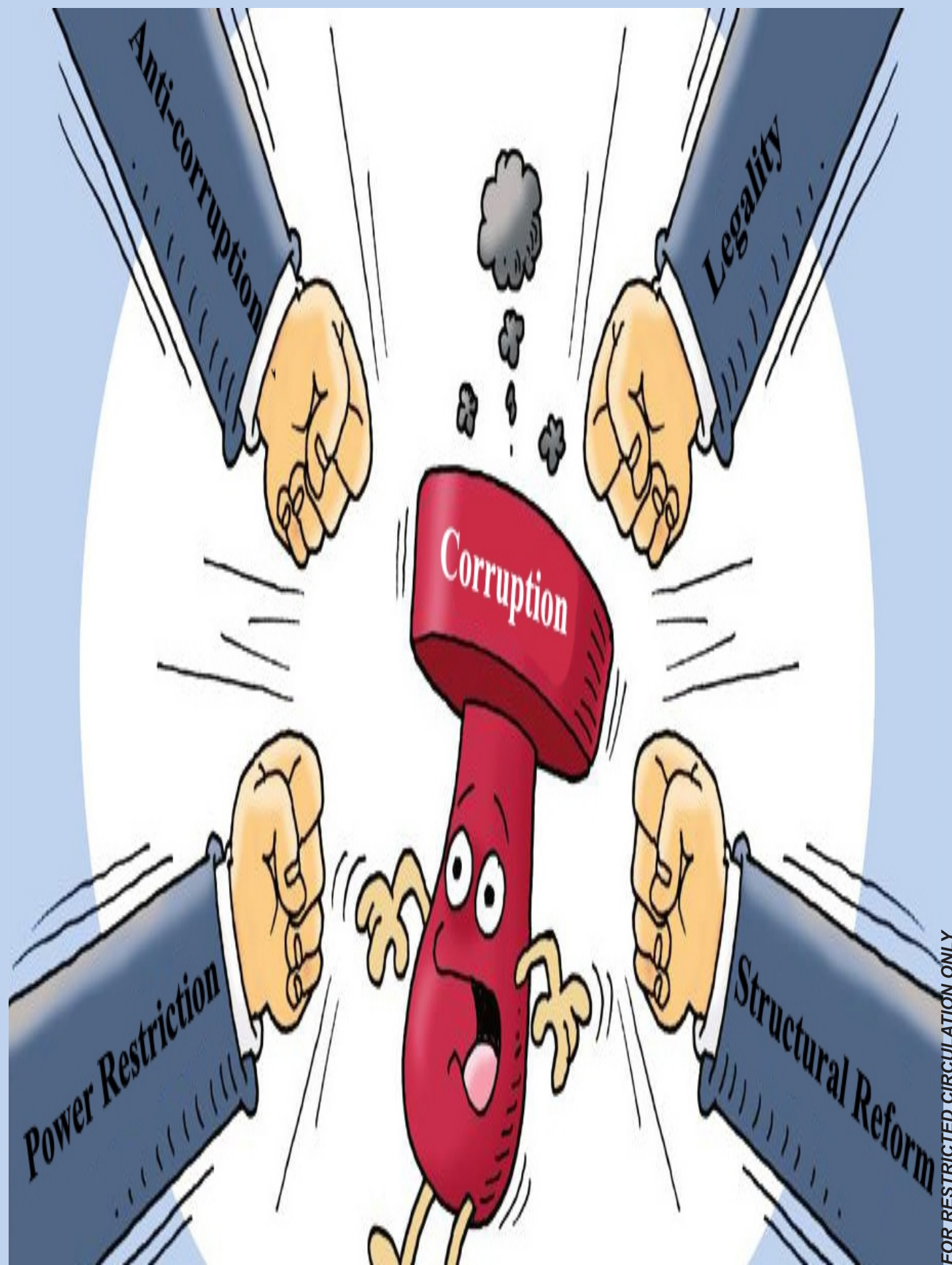
(1) <http://10.1.10.21/vigilance/railnet/deptts/vigilance/homes.htm>

(2) <http://www.indianrailways.gov.in/indianrailways/directorate/vigilance/index.jsp>



BREAK THE CORRUPTION CHAIN





FOR RESTRICTED CIRCULATION ONLY