

# SKILL MINING

News Update

For limited circulation

Volume V

No. 6

June, 2019



## SKILL COUNCIL FOR MINING SECTOR

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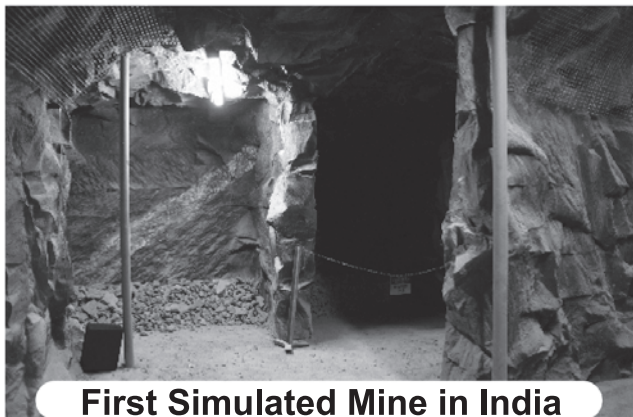
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### **Dr. Mahendra Nath Pandey, Hon'ble Minister of Skill Development and Entrepreneurship**



Dr. Mahendra Nath Pandey took charge as Cabinet Minister of Ministry of Skill Development and Entrepreneurship of his office at the Ministry of Skill Development and Entrepreneurship (MSDE) in Shram Shakti Bhawan, New Delhi.

Dr. Mahendra Nath Pandey is an Indian politician who has been a Member of Lok Sabha for Chandauli since 2014. He is a member of Bharatiya Janata Party and is the president of the party's Uttar Pradesh unit. On 30<sup>th</sup> May, 2019, he was appointed as Cabinet minister for Skill Development and Entrepreneurship, Government of India. He was a Member of Legislative Assembly in 1991 and 1996 UP elections and also held the post in State Ministry between 1998 to 2000 and 2000 to 2002. Dr. Pandey won from Chandauli district of Uttar Pradesh in 2014. He has also served as Union Minister of State for Ministry of Human Resource Development between 2016 and 2017 in the Narendra Modi government.

### **Shri. Raj Kumar Singh, Hon'ble Minister of State in Ministry of Skill Development and Entrepreneurship**



Shri. Raj Kumar Singh assumed office as Minister of State, Skill Development and Entrepreneurship. He is a former Indian bureaucrat and. He is a Member of the Indian Parliament since May, 2014. Mr. Singh is a 1975 batch Bihar cadre Indian Administrative Service officer and former Home Secretary of India. On 3<sup>rd</sup> September, 2017 he was appointed as the Minister of Power in Prime Minister Narendra Modi's cabinet. In May 2019, Mr. Singh was appointed as Minister of State (Independent Charge) of the Ministry of Power, Minister of State (Independent Charge) of the Ministry of New and Renewable Energy and

Minister of State in the Ministry of Skill Development and Entrepreneurship, Government of India.

## MINING MATTERS FOR INDIA

### Mining supports economic growth

Rapid socio-economic development in India necessitates a large number of minerals and metals to build infrastructure and create material values. Mining supports economic growth in the country as it is a major supplier of inputs to the industrial sector notwithstanding its small share in GDP.

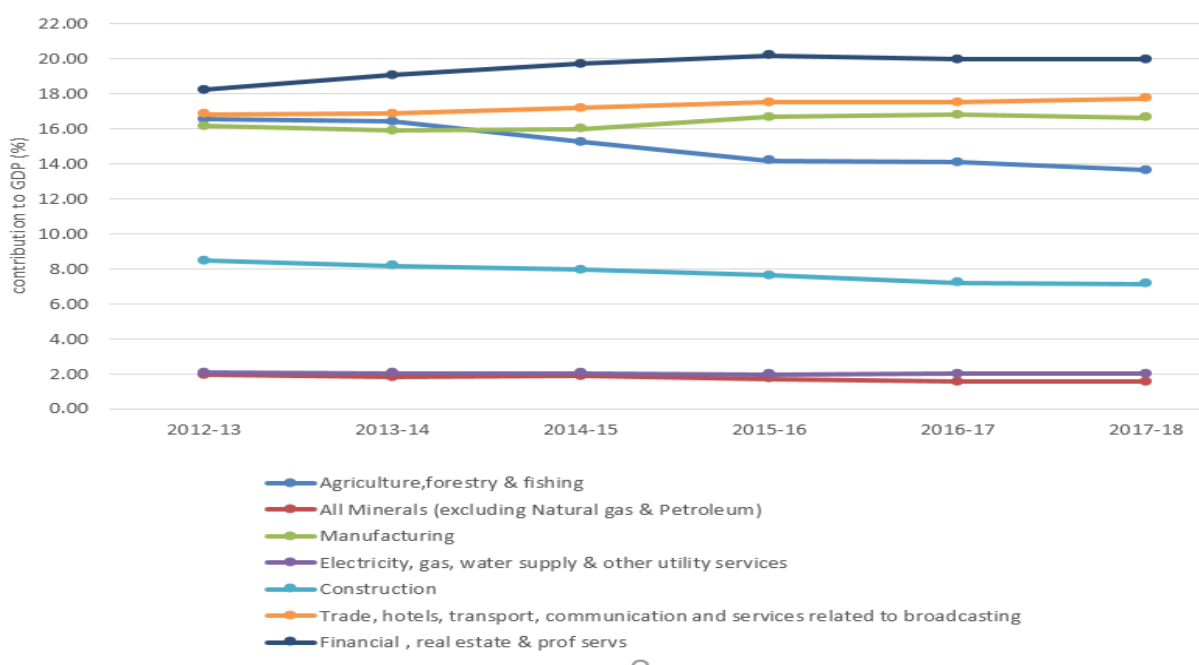
#### Contribution of mining vs. other industrial sectors to the India's GDP

Sector-wise contribution to GDP (in %)							
GVA at basic prices from	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Agriculture, forestry and fishing	17.2%	16.5%	16.4%	15.3%	14.2%	14.1%	13.6%
All Minerals % share of GDP (excluding natural gas and petroleum)		1.93%	1.83%	1.85%	1.71%	1.54%	1.53%
Manufacturing	16.1%	16.1%	15.9%	16.0%	16.7%	16.8%	16.6%
Electricity, gas, water supply and other utility services	2.1%	2.1%	2.0%	2.0%	2.0%	2.0%	2.0%
Construction	8.9%	8.5%	8.2%	7.9%	7.6%	7.2%	7.1%
Trade, hotels, transport, communication and services related to broadcasting	16.2%	16.8%	16.9%	17.2%	17.5%	17.5%	17.7%
Financial, real estate and prof serves	17.5%	18.2%	19.1%	19.7%	20.2%	20.0%	20.0%
GDP (at constant prices, Rs. In Crores) (2011-12 series) (including taxes)	87,36,329	92,13,017	98,01,370	105,27,674	113,86,145	121,96,006	130,10,843

**Source :** Central Statistics Office (CSO), Ministry of Statistics and Programme Implementation (MOSPI)

The above table shows the strong correlation between the contribution of mining to GDP and that of the other industrial sectors. It also shows that, as the mining sector's contribution to the country's GDP decreases, the other sectors' contribution to the country's GDP also decreases. Almost 30% of the input supply to the manufacturing, construction, and electricity sectors comes from mining only.

#### Mining supports economic growth



As an emerging economy, we are fortunate to enjoy many benefits from the availability of coal, lignite, metallic, non-metallic minerals. These benefits include low-cost, reliable electricity, and the materials necessary to build our schools, homes, hospitals, highways, roads, bridges, airports etc. and essential services necessary for a healthy and prosperous life.



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## MINING & EXPLORATION

### **Global investment in coal tumbles by 75% in three years, as lenders lose appetite for fossil fuel**

Since it powered us into the industrial revolution, coal-fired energy has become the single biggest driver of man-made climate change and its use across the world is still increasing. But while dependence on coal remains high, with coal-fired power plants currently fuelling around 38 percent of global electricity, a new report indicates the demise of coal is already well underway.

The International Energy Agency's new world investment report released this week, reveals the companies funding coal-fired power stations appear to be making significant recalculations about the long-term viability of these plants. This is shown by a collapse in Final Investment Decisions (FIDs) for coal plants, which have tumbled by 75 percent in three years.

The report says a total of 236 gigawatts of coal plants are under construction worldwide. In 2015, FIDs signed off 88 gigawatts for construction, but this fell to 22 gigawatts in 2018. Furthermore, the rate at which coal power plants are being decommissioned has risen to the extent that despite new power plants coming online, there was a net reduction in coal power being used globally over 2018. Around 30 gigawatts of generators were retired last year.

It is estimated this could be the first time there has been a reduction in coal-fired power capacity across the world since the industrial revolution. When the FIDs fall to zero, it will only be a matter of time until coal's rein is over. Last year, with FID's going down, the IEA noted: "It appears that banks, insurance companies, hedge funds, utilities and other operators in advanced economies are exiting the coal business."

This means that even without policy necessarily directing them, the financial concerns of investors over the future of the fossil fuel business are slowly ensuring money is being allocated to different areas. Most of the current expansion in coal is in Asia. In the West, the move away from coal has gathered pace, with Europe's overall use of coal down a quarter, while in the US it has fallen by 40 percent over the last 10 years.

But these cuts are more than made up for in Asian economies, where over the last decade, the coal-fired power sector has grown by 63 percent, with more power stations are planned. The IEA report outlines two scenarios for measuring energy progress. The first is its Sustainable Development Scenario (SDS). In this scenario, energy production meets the criteria set out under the Paris agreement targets and air pollution around the world is slashed.

The second is the less ambitious New Policies Scenario (NPS), which would see less action taken to tackle fossil fuels and less investment in renewables, resulting in warming reaching around 2.5C by 2100. While the report's headline finding is that we are currently on course for disaster due to inadequate levels of investment in low-carbon energy sources, it also makes clear that coal's unattractiveness has set it on a course to meet the criteria outlined in the more ambitious SDS.

Dr Fatih Birol, the IEA executive director said: "Energy investments now face unprecedented uncertainties, with shifts in markets, policies and technologies. But the bottom line is that the world is not investing enough in traditional elements of supply to maintain today's consumption patterns, nor is it investing enough in cleaner technologies to change course. Whichever way you look, we are storing up risks for the future. "Current investment trends show the need for bolder decisions required to make the energy system more sustainable. Government leadership is critical to reduce risks for investors in the emerging sectors that urgently need more capital to get the world on the right track."

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The report comes days after United Nations secretary-general Antonio Guterres said the world must dramatically change the way it fuels factories, vehicles and homes to limit future warming. The alternative “would mean a catastrophic situation for the whole world,” he told The Associated Press. Mr Guterres said he will call on leaders to stop subsidising fossil fuels, and wants countries to build no new coal power plants after 2020.

(The Independent, London 16 May, 2019)

## Allied Industry

### India faces further steel imports as demand growth exceeds output growth

India's economy may face rising steel imports amid market concerns that consumption growth of finished steel for financial year 2018-2019 outstripped that of production, latest Joint Plant Committee data showed. Consumption grew 7.5% year on year to 97.54 million mt, while production rose 3.7% to 131.57 million mt from April 2018 to March 2019. Typically, India's financial year begins in April and ends in March.

Imports for the year increased 4.7% year on year to 7.83 million mt, while exports plunged 33.9% to 6.36 million mt. As a result, India reverted to being a net importer of finished steel after two years as a net exporter. "India is one of the major steel economies with consumption increasing at a higher rate than that of production and would remain a vulnerable target for inflow of cheap imports," India's steel ministry said in April.

Privately-run steelmakers accounted for 86% of the production at 113 million mt, which itself was up 3.7% on the year, while the public sector was responsible for 18.57 million mt, or about 14%. Domestic consumption is expected to slow, but stay above 7%, the Indian Steel Association had said, citing 7.2% growth for both financial years 2019-2020 and 2020-2021.

The slowdown will be due to weakness in the automotive and consumer products sectors, the association said. In fact, the bulk of the imports comprised of flat steel products such as hot-rolled and cold-rolled coil and steel plate, totaling 6.78 million mt, or about 86.6%.

In financial year 2018-2019, South Korea exported about 2.94 million mt of flat products to India, which represented a 37% share of overall imports.

Hyundai Steel is expected to supply automotive steel sheets to a new Indian plant operated by South Korean car maker Kia Motors. The car maker began trial production of a 300,000-unit/year automobile plant at Anantapur in Andhra Pradesh in March, and expects commercial production in July 2019.

(Platts, London - 6 May, 2019)

### India steel production, demand may grow at 7%

The domestic steel production and demand are expected to grow at 6%-7%, at a time when production and consumption in major countries such as China, Japan and the EU nations are likely to stagnate in the near future, said N Bajendra Kumar, CMD, NMDC.

“India is at the bright spot in steel world as the government push on infrastructure sector will ensure that target set in the steel policy 2017 will be achieved. The per capita consumption of steel, steel production capacity are increasing in line to meet the National Steel Policy target of 300 million tonnes by FY31,” he said while addressing the Iron Ore Week (IOW) at Singapore, organised by SCX India.



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Incidentally, NMDC has earmarked Rs 3,000 crore as capex for this year, and has set a production target of 31 million tonne without Donimalai mine. For FY19, the production is 32.5 million tonne.

“Currently, about \$14-\$15 billion worth of investments are underway in the steel sector that would substantially increase the country’s steel-making capacity. NMDC is fully geared to meet the increased iron ore demand, and is investing in mines and evacuation to augment capacity to almost double in the next three to four years. NMDC is India’s largest producer of iron ore and 10th largest in the world. It has the best quality ore with highest Fe content in the world, and more than adequate reserves to cater to India’s enhanced needs,” Kumar said.

He said Indian ore was cheaper by 50-55% than the imported variety, which gives Indian steel industry a great competitive advantage. NMDC is also exploring the opportunity to export tailings from Bailadila sector as current international prices of ore would make it feasible and profitable to do so. Bailadila is a complex comprising two large surface mines — Bacheli and Kirandul — and is approximately 374 km from Raipur, Chattisgarh. The company is also in a process of laying a 15 million tonne per annum (MTPA) slurry pipeline from Bacheli in Bailadila iron ore complex to Vizag port.

On the sidelines of the event, NMDC CMD also assured that the state-controlled mineral producer is fully geared up to takeover any mine that may be offered to it in any state.

NMDC operations are comparable to the best in the world. On several indices like cost of production, employee cost, performance, they are comparable with international giants such as Vale, Rio Tinto, FMG, etc. It has also excellent track record on environment protection, social responsibility and regulatory compliance.

**(Financial Express, New Delhi – 11 May, 2019)**

## GENERAL

### **Adani expects India's coal imports to surge to a record high**

India’s thermal coal purchases are expected to surge to a record this year and remain robust through the next decade as domestic supply lags demand, according to Adani Enterprises.

Overseas shipments will climb almost 11 percent to 184 million metric tons during the financial year started April 1, and rise further to average about 200 million annually through the following decade, according to Vinay Prakash, chief executive officer (CEO) for coal and mining at Adani Enterprises Limited.

Generators designed to run on imported coal will keep fuelling demand, while consumers close to the coast are also likely to favour imports due to the higher cost of railing domestic supply to their operations, he said in an interview.

India is seen maintaining its reliance on coal-fired power, which accounts for 70 percent of its electricity generation, even as the fuel emerges as a leading cause for the country’s toxic air. The continuing demand provides a lifeline for global exporters as other markets gradually shift toward renewable energy, including China, the world’s biggest consumer and producer.

“Demand for imported coal will always be there, regardless of our domestic production. Customers located near the coast may always find it cheaper to import because ocean freight is much cheaper than the railway freight they would need to pay if they get coal from Indian mines,” said Prakash.

India will be a key destination for coal from Adani’s Carmichael mine in Australia’s Galilee basin, Prakash said.

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The groups planned 1,600 megawatt power plant in the eastern state of Jharkhand, may be supplied by the mine, along with customers in China, South Korea and Taiwan, he said. India's imports declined temporarily for two years during the early part of Prime Minister Narendra Modi's five-year tenure after the government pushed state miner Coal India Ltd. to boost production. Slowing industrial demand also helped, creating hordes of coal inventories near mines and power stations. Recently, the country's commitment to reduce imports has been put to the test as demand rebounded. Consumers, many located close to mines, have been forced to revert to overseas purchases as domestic output and railway infrastructure failed to keep pace. India imported 166 million tons last year, according to Prakash, the second consecutive gain after two years of declines.

**(The Hindu Business Line, New Delhi – 10 May, 2019)**

### **CII to focus on enhancing industry competency, job creation**

Trade body Confederation of Indian Industry (CII) would focus on enhancing industry's competency and employment generation under its seven-point charter for the southern region this year, its Southern Region Chairman Sanjay Jayarathnavelu said on Wednesday, 15<sup>th</sup> May, 2019.

The seven points would be – policy and regulatory excellence, enhancing industry's core competitiveness, employment generation, strengthening the small and medium enterprises(SMEs), bridging the urban-rural divide, developmental growth and active membership engagement programme, he said.

"CII would focus on high growth sectors like manufacturing, automobiles, information and communication technology as part of its move to enhance industry's core competitiveness," he said.

Employment generation would focus on education, skills, livelihood, human resource development.

According to him, CII was working towards a 'Model State Budget' in select States to encourage specific action and promote fiscal discipline. 'Under the Competitiveness of South India Inc. India@75: Forging Ahead' theme, CII would focus on policy advocacy, ease of doing business, education and skill development, start-ups, micro, small and medium enterprises, among others.

"Thrust would be given on advisory services on Intellectual Property Rights, capacity building programmes for micro, small and medium enterprises," he said.

On its move towards employment generation, he said major engagement would be "skill-gap" study in labour intensive areas and to facilitate industry centric policy in Southern States.

**(The Hindu Business Line, New Delhi – 15 May, 2019)**

### **Why skill development should be a major focus for Modi government**

As the frenetic pace of change continues, there is a growing sense of urgency towards ensuring that people have the necessary skills and knowledge to survive in the 'new economy'. With machines becoming ever more powerful, we can soon expect automation, artificial intelligence and robotics to transform several low-end jobs that form a large chunk of jobs today. At the same time, these jobs are expected to be replaced by high-end jobs of the nature we can't even predict today.

In its previous term, the NDA government did try to address the same through the National Skill Development Mission (started in 2015) with the vision of skilling at scale with speed and standards. In the new term, we hope the thrust on skills continues and takes a more concrete shape, so that we are well equipped as a country to meet the demands of the future.



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Many private companies are trying to do their bit to bolster their talent pool. One notable initiative is companies offering skill-based payouts to encourage employees to embrace new digital technologies. While this is a good start, there's a lot more that needs to be done. To achieve skill development at the scale that is required today, government intervention in terms of policies and campaigns is a must. Here are some initiatives we would urge the new government to consider as it crafts its policies for the next five years:

**Public-private partnerships:** Given the quantum of opportunity that exists in skilling and reskilling, one great approach to tackle this would be to build an effective public-private partnership model with edtech companies at both national and state levels. While the government can ensure that it sets the right standards and certifications, private players can be the change-makers on the ground.

**Tax incentives for skill development:** We resist change in the absence of a strong stimulus. To stimulate reskilling behaviour amongst the 50 million knowledge workers in our country, the government could consider a tax deduction towards self-improvement or upskilling/reskilling courses. Even if a percentage of these 50 million people opts to use this benefit, the tax loss to the exchequer can be more than compensated through the 18% GST income on such courses. In addition, the potential pay hikes that these people get due to their new skills will drive a corresponding increase in the tax collected.

As India continues to leave its digital footprint on the world and make massive strides, the right talent pool will prove to be an invaluable asset to drive growth. One-million-plus young citizens are joining the workforce every month. Let's make sure that these young minds have a real chance at creating value and writing a bright future for India.

**(Financial Express, New Delhi – 27 May, 2019)**

## **Gleanings from**

### **Ministry of Skill Development & Entrepreneurship**

#### **Getting Skills Regulator, Apprenticeships and ITI revamp to be on top of the agenda of MSDE**

Operationalisation of the skills regulator, an enhanced apprenticeship programme and rejuvenation of 2,500 ITIs to impart improved training to make youth job-ready are on the top of the agenda of the Ministry of Skill Development and Entrepreneurship for the next government.

A comprehensive agenda has been prepared so that no time is lost in setting up priorities, a senior government official told ET.

“Instead, we intend to immediately get down to work once a directive is issued,” the official, who is aware of the agenda, said on condition of anonymity. “It is urgent that the skills regulator gets going. It will have to be made functional soon for quality regulation and right convergence.” The official said a policy in this regard will be formalised soon.

The Union Cabinet had in October last year approved the merger of the regulatory institutions in the skills space National Council for Vocational Training and National Skill Development Agency into the National Council for Vocational Education and Training (NCVET).

The NCVET will regulate the functioning of entities engaged in vocational education and training, and establish minimum standards for them. Its primary functions will include recognition and regulation of awarding bodies, assessment bodies, skill-related information providers, approval of qualifications developed by awarding bodies and sector skill councils and indirect regulation of vocational training

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institutes through awarding bodies and assessment agencies. It will also focus on research, information dissemination and grievance redressal.

According to the official, the ministry will have to work with the states and attract public investments in Industrial Training Institutes to make them world-class. “We need to look at ways to handhold states and fund them to help them upgrade their ITIs,” the official added. Apprenticeship needs to be taken to the next level by augmenting capacities 10-fold across all levels. “Greater apprenticeship will be a win-win for both employer and the candidate and has immense job potential,” the official said.

Prime Minister Narendra Modi launched the Skill India Mission in 2015 with a vision to make India the “skill capital” of the world. The aim was to impart skills training to 400 million people by 2022 through flagship schemes such as Pradhan Mantri Kaushal Vikas Yojana, the Deen Dayal Upadhyaya Grameen Kaushalya Yojana.

**(Skill Reporter, New Delhi – 8 May, 2019)**

## SCMS IN ACTION

### QRC Nomination

The Qualifications Review Committee (QRC) plays a vital facilitative role, acting as (1) a peer-consultative group; and (2) an inter-/intra-SSC quality management mechanism. The Committee continues to evolve with renewed commitments to strengthen the development and deployment of QP-NOS and Model Curricula. Role of QRC are as follow- Ensure the QP-NOS is compliant with NOS format, and nomenclature, occupational mapping, and industry-validation as per defined protocols. Ensure that the Model Curriculum is compliant with the prescribed format, and covers the modules for all the NOSs as per the QP in the optimum manner. Ensure that the Theory-Practical-OJT hours for the NOSs are prescribed appropriately in the Model Curriculum etc.

Mr. Ravindra Singh, COO SCMS was nominated for the QRC member for the financial year 2019-2020 along with other SSC CEO's. Mr. Ravindra Singh attended the first and second QRC meeting organised by National Skill Development Corporation(NSDC) on 2<sup>nd</sup> & 29<sup>th</sup> May, 2019 at NSDC respectively.

Ms. Deepti Saxena, Head-Standards, NSDC and Ms. Preeti Arora, Head-LRT, NSDC announced the transfer of curricular review to the NSDC Standards team. QRC Members recommended procedural changes in the due diligence and industry-validation exercises. Deepti Saxena responded that the NextGen SDMS/SkillIndia Portal's systems, especially the QP-Builder Application, will determine the contours of procedural changes and adaptations. She further informed that she would solicit suggestions once the systems went live and QRC submissions were completely digitized.



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### **“Unnat Kushalta ki aur” a CSR initiative of Metso India Pvt. Ltd**

A Memorandum of Understanding (MoU) was signed between Skill Council for Mining Sector (SCMS) and Metso India Pvt. Ltd on 17<sup>th</sup> December, 2018 for enhancing technical skills of Indian youth, the pilot program in the trade of Ore Processing Operator has been initiated.

The batch started on 12<sup>th</sup> February, 2019. The batch of 34 students, who have successfully completed Classroom Training, is currently undergoing On-The-Job Training in two crushing Zones around NeemKaThana Town in Rajasthan under the guidance of Experienced Trainers. Periodic inspections and Assessment is carried out by Industry Experts. Special emphasis is given on imbining Safety Consciousness along with Operational Expertise.

Trainees learn through repetitive activities of Operations & Maintenance at different METSO-Crusher sites, thus enabling & enhancing Trainee's Hands-on Experience during the program. Trainees also have a relaxation time with organising theatre & musical activities at the residential site after the grueling OJT-Training Schedule.

The Practical Assessment for the month was carried out by Third Party Assessor at Plant Site followed by Written test at Centre on 13<sup>th</sup> May, 2019

Major activities covered during May, 2019 are briefly described here under.

1. Daily Maintenance & Checking Activity at Dolan Plant
2. Jaw-Crusher Operation – Panel Study
3. Dismantling of Mental at ShreeShyam Plant
4. Screen Change at Paras Mines & Ganwari Mines
5. Filter-Cleaning, Boulder Removal & Greasing of Conveyor Motor
6. Study of Check-list Forms & Maintenance Manual at Hanuman Site
7. Operating the Cone Crusher at RK Crusher Plant
8. Providing support for Motor & Gear-box of Feed-Belt to Cone-Crusher at RK Plant
9. Conveyor Roller Cleaning & Air-Compressor Cleaning at RK Plant site
10. Bolt Replacement for Nose Plate & Greasing of Jaw-Crusher at Star Plant
11. Flywheel tightening
12. Daily Checking & Maintenance, Contactor Changing at RK Plant
13. Changing of Belt-Sheet & Greasing at Star Plant
14. Conveyor Belt jointing at ShreeShyam Plant
15. Study operation of Vibro-feeder of Jaw Crusher, Spring Length Measurement
16. Lower-wedge Protection Plate Change, Mental Liner Change at RK Plant
17. Understanding & Reading of Jaw-Crusher Drawing
18. Circuit Breaker Change at ShreeShyam Plant
19. Screen Replacement at ShreeShyam Plant
20. Checking & Daily maintenance at Ganwari Plant Site (8<sup>th</sup> May)
21. Checking & Belt Removal at Ganwari Plant (9<sup>th</sup> May)
22. Checking the current at No-Load conditions
23. Screen Changing at Paras Plant
24. Greasing of Vibrating Screen, Cone Crusher, etc
25. Cone Crusher Mantle dismantling at Ganwari Silica Plant 11<sup>th</sup> May
26. CSS Setting & Protection Plate Preparation at ShriShyam Plant

27. Practical Assessment at Plant site (Ganwari & RK Plant) followed by Written at Centre on 13<sup>th</sup> May
28. Hopper Dimension measurements, Pittman Greasing at ShreeShyam Plant (14<sup>th</sup> May)
29. Sensor Fault Finding & Sensor setting at Paras Plant
30. Fault Finding in Metal-Detector Panel at Paras Plant
31. House Keeping at ShriShyam site
32. New Liner tightening at Paras Mine site
33. Maintenance of Jaw Crusher at Paras Mine

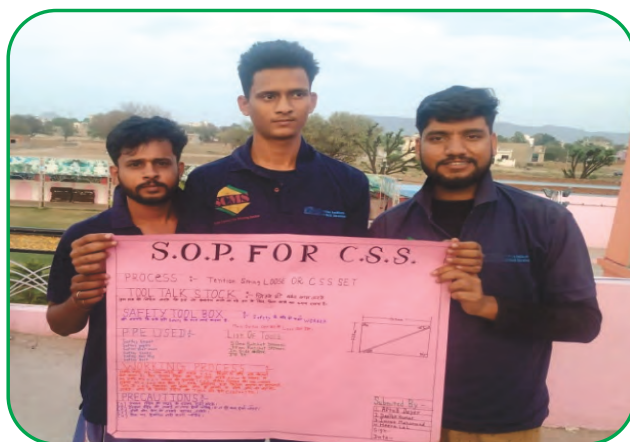
### Glimpses of Training & Assessment



**Assessment at Plant Site**



**On-the-Job training**



**SOP Preparation**

### Review meeting on Skill Development at Ministry of Coal

A meeting to review the progress of ongoing works under Skill Development in CIL, Subsidiaries of CIL and NLCIL was held on 16<sup>th</sup> May, 2019 at 04.00 pm under the Chairmanship of Additional Secretary (Coal). At the outset, the Chair welcomed all the participants and briefly introduced the reason for calling the meeting while exhorting to give due impetus to Skill Development in the CSR efforts.

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The meeting started with a discussion on present status of implementation of Skill Development and its area of activities. All the participants on request from the chair apprised about the CSR activities in their areas and status of implementation of the project. All the Director (P) of CIL and its Subsidiaries and NLCIL gave description about the latest ongoing projects under CSR and future course of action.

It was observed that implementation of activities under Skill Development was inadequate and of unascertainable quality and no significant work on ground level has apparently been done. On due deliberations in the meeting need was felt to streamline the CSR activities pertaining to Skill Development. A consensus emerged to give thrust to the following and the chair desired that an action taken report (ATR) be sent by end of June 2019.

- i. It was resolved that 10% of CSR fund would be kept for Skill Development.
- ii. CIL, its Subsidiaries and NLCIL to formulate plan by end of June 2019 for implementation of Skill Development Programme for the next 3 years.
- iii. Skill development to focus on PAPs and contract workers. Training own staff under skill development programmes conducted through CSR should not be undertaken.
- iv. The Skill Development plan should list activities and areas which require focus and need to be addressed on priority basis.
- v. With a view to create self-employment opportunities for youth as “handyman” a Multiskilling module of training be introduced in which a person is trained in several skills required at local level such as electrician, plumber, motor/pump repair, basic home appliances repair & maintenance, mobile repair etc. A team of two or three such “handyman” can easily sustain themselves in local area of about 15-20 Sq. kms.
- vi. The training material should include start-up kits so that the trained youth can straight away begin practicing the skills acquired.
- vii. Same youth may like to start their own enterprise for which they may seek loan from bank but often find it difficult to get equity. A scheme for providing ‘Seed Money’ (an interest free loan or soft interest loan) for bankable projects may be started with self-employment objectives. In this way not only youth will be self-employed but will also employ a few others with him/her. Youth may be encouraged to form their own cooperatives for self-employment activities.
- viii. It was also resolved that 10% of contractual workforce should be satisfied as per NSQF notification /guidelines during refresher training.

In the end the chairperson thanked all the members for their active participation and constructive suggestions. The meeting ended with a vote of thanks from and to the chair.

**SCMS Participating in the QRC amendment Workshop at NSDC**

National Skill Development Corporation (NSDC) organized a QRC amendment Workshop on Tuesday, 14<sup>th</sup> May, 2019 at NSDC. On behalf of Skill Council for Mining Sector, Mr. Bikram Sahu, Head-Content Development and Mr. Mukesh Parihar, Content Development participated in this workshop. The workshop focused on shifting of curriculum function from Learning Resources & Technology department to Standards department.



## Winding Engine Operator/Driver Training Program - HCL, Copper Khetri Complex

A MOU was signed on 29<sup>th</sup> January, 2019 between Skill Council for Mining Sector and HCL, Khetri Copper Complex for training program in trade of Winding Engine Operator/Driver. The duration of this training program is 14 months including classroom training, mine vocational training, and On-the-Job Training.

28 trainees completed their Classroom training and have undergone vocational training. Presently, the trainees divided into two group and are sent to Kolihan and Khetri Mines for OJT. Further, the trainees are split into three shifts for better hands on experience.



Glimpses of Training Programme

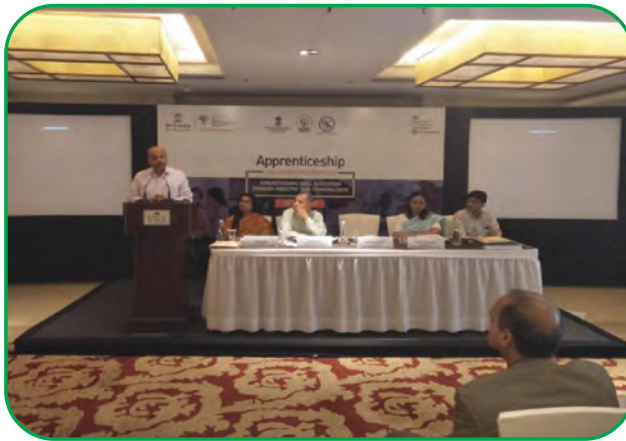
## 3<sup>rd</sup> Geospatial Sector Expert Committee Meeting

To discuss the skilling opportunities in Geospatial sector an Expert Committee has been set up by the Ministry of Skill Development and Entrepreneurship (MSDE), under the Chairmanship of Surveyor General of India wherein CEO SCMS has been invited to be a part of this Committee.

The 3<sup>rd</sup> Geospatial Sector Expert Committee Meeting was held on 22<sup>nd</sup> May, 2019 at Training Room, NSDC office, Worldmark1, Aerocity, New Delhi. Lt. General Girish Kumar, Surveyor General of India in his introductory remarks appreciated the work done by sub-committees for developing the occupational map. Further, he suggested to work closely with NSDC-standards team and SSC member to create QPs/NOSs at the earliest. Mr. Surajit Roy, Convener Geospatial Committee thanked all the members of committees. Mr. Bikram Sahu, Head – Content Development participated in this meeting.

## Apprenticeship Workshop

National Skill Development Corporation has organized a capacity building and brainstorming session on Apprenticeship training on 30<sup>th</sup> May, 2019 at Juniper Hall, India Habitat Center, New Delhi and the way forward for Third Party Association (TPAs) and Sector Skill Councils. Chief guest Shri Rajesh Agrawal, Joint Secretary Ministry of Skill Development and entrepreneurship addressed the participants and said, "Building a strong feedback mechanism, we would be working closely with States, industry to make apprenticeship aspirational for youth. Also, SSCs & TPAs need to further advocate it at cluster level. The session included the new functionalities on portal. A number of SSC CEOs including Shri Ravindra Singh, COO, SCMS participated in the workshop.



## HZMA (Hindustan Zinc Mining Academy) - JDO Assessment

Skill Council for Mining Sector (SCMS) with Hindustan Zinc Limited (HZL) and Indian Institute of Skill Development (IISD), is running a 24 months Jumbo Drill Operator (JDO) training program for creating a pool of day one job ready global benchmark skilled workforce for mining industries. HZL is financially supporting this residential training program as a part of their CSR initiative.

The 8<sup>th</sup> and Course Qualifying assessment of 7 candidates of JDO-IV was conducted on 30<sup>th</sup> and 31<sup>st</sup> May, 2019 at Zawar and Railmagra Centres of Hindustan Zinc Mining Academy (HZMA). The robust assessment mechanism covers practical demonstrations on equipment at both underground and surface levels. The process is carried out by a panel of Assessors which includes an Operator Assessor, a Supervisor Assessor and a JDO expert representative from HZL.

The results shall be published by the end of first week of June, 2019.



SCMS-HZMA Trainees during Assessment

## SPECIAL FEATURES

### Creating a high-skills ambience in India

The small and informal sector is the backbone of the Indian workforce. Over 82 percent of the workforce is engaged in the informal sector which, by definition, comprises small enterprises. Nearly 40 percent of these informal workers are also single, own-account workers.

As we move ahead, the small and informal sector will continue to be the primary source of employment and entrepreneurship. At the same time, despite engaging such a large proportion of the workforce, the productivity of such enterprises remains low.

Despite the massive workforce, the informal sector contributes to only about 50 percent of India's GDP. Improving access to formal skills can be a transformative lever for the informal sector. It can also help create mass entrepreneurs who are not single, subsistence-driven, but have the capacity to be job creators and help the workforce transition steadily from the informal to formal.

At present, small, often informal, enterprises face some unique impediments in availing themselves of formal skilling.

**Limited awareness** of the need and lack of incentives for engaging in formal skilling: Small and informal business owners often see limited benefit of formally skilled workers due to a lack of awareness of the productivity and income gains that can accrue because of skilling. This problem also extends to parts of the formal sector, which is experiencing increased 'contractualisation of labour'.



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These formal employers might not see any incentive to invest in training, given the temporal nature of the occupation and high attrition rate for the ‘contract employees’.

**Cost and time of training:** Around half of the workers employed in the non-agriculture sector work in enterprises that employ less than two people on an average. This low number increases the opportunity cost of training per worker and discourages small and informal enterprise owners from investing in training.

Entrepreneurs also find it difficult to upskill themselves as they already face time and financial constraints in their business. Finally, potential workers who do get formally skilled, demand a wage premium that small enterprises are unable to afford.

**Lack of alignment** between current formal programmes and the skilling needs of small and informal enterprises: Small enterprises often depend on workers who perform multiple tasks and thus need their employees to be trained in multiple skills. The current formal skilling programmes are often not designed for this and tend to be specific to a job role.

The current programmes also provide full-time and non-local solutions while firms need flexible, hyper-local models. This combination limits the effectiveness of the initiatives.

### **Boosting demand**

We see three categories of interventions that can help catalyse demand for formal skills.

**Provide incentives** and increase awareness to drive demand for formal skills training: Giving financial and non-financial incentives to enterprises in the informal sector has the potential to mitigate the cost and time pressures of engaging workers in formal training and increasing uptake of skilling programmes. Further, as small firms experience the productivity gains from investments in skill building, the demand for skilling of their workforce will increase. For example, Kenya launched the Jua Kali Skill Voucher Program to catalyse adoption of skill training programmes among micro and small enterprises (MSEs) through demonstration effect.

After experiencing more than double the average sales, the MSEs increased their permanent training resources and staff.

However, it is important to note that a detailed impact study showed that the programme was a high cost one and could not sustain without external funding support.

Any incentives, therefore, must be designed with the goal of sustainability, with firms eventually transitioning to skilling their workforce without needing external support.

**Foster tailored** models of skill provision: There is a significant need to create an enabling environment and dedicate resources to support testing of new models across the sector.

The ‘micro-training’ provider model in Rwanda is a case in point. It is a hyper-local and flexible training model operated by small enterprises that engage in production and sale of goods and services and provide training as a parallel service. Introduction of this model resulted in an enrolment rate of twice as many trainees, compared to formal public training systems.

**Recognise skills** required through traditional apprenticeships or other non-formal channels: Workers and entrepreneurs in the informal sector often get trained by observing or working under master crafts persons or owners of small businesses.

Since they might not have any record of their training, developing mechanisms for formal recognition of an informal worker’s existing skills can benefit them tremendously.

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Some platform aggregators, such as Urban Clap, are already supporting formal recognition and upskilling efforts in India, indicative of a rising trend.

It helps formalise the service provider's informally-acquired skill by providing a short-term up-skilling course and offering a certificate for the training.

Efforts in the skilling ecosystem so far have mostly focussed on serving the existing demand effectively. If we want India to transition to a high-skills equilibrium, it will be crucial to exponentially increase the demand for skilling. A concerted focus on the small and informal sector, will be the first step to achieving this.

**(The Business Line, New Delhi – 9 May, 2019)**

## **Opportunities to bridge the skills gap in India**

The globalized world demands vocationally skilled manpower to convert growth opportunities into jobs and steady incomes. As per a recent study, 12.8 million new job-seekers entering the job market every year, skill development has become one of India's imperative priorities. The necessity for skilling young people is recognized and has been flagged as a general priority for almost a decade, with important initiatives being launched by the government such as Pradhan Mantri Kaushal Vikas Yojna and SANKALP under National Skill Development Corporation India (NSDC). Skill development is one of the crucial components for India's potential economic growth for transforming into a diversified and internationally-competitive economy.

One of the biggest challenges organizations are grappling with is the SKILL GAP. At present, the skills gap India faces is a consequence of rapid change – there is a huge disparity between the skill set required and the skill set the candidate actually possesses. Today, organizations are more concerned about their future as compared to a decade ago. Complex business environment encircled by challenges in the regulatory framework are a serious threat to most new age organizations today. Most chief human resource officers (CHROs) are questioning themselves as to how do we make organizations geared up for the future with right kind of talent who are not only prepared for today but also are able to cope with the dynamic challenges of tomorrow.

### **Let us have a look at how we can bridge the skill gap in organizations:**

To stay on top of evolving workplace efficiency, skill testing allows employers to see where their employees stand in context to specific skill sets. Skilling can be done by inducting freshers with formal education, commonly known as “growing your own wood” and by laterally hiring people and investing in the appropriate training. A blend of both these practices is something most organizations are resorting. Skill testing can present a good benchmark so that you can see where your employees are before you get started. Later, you can test them again after training and development has been completed. This will also allow you to see which employees are able to learn more quickly.

### **Creating the apt skill set for addressing customers in rural India**

Skilling is all about having a pragmatic approach towards problem-solving which happens only when you start understanding customer requirements. For instance, the needs of customers in rural India are particularly different from their urban counterparts. However, rural Indians aim at being empowered and recognized. Consumer behavior is changing at a very fast pace irrespective of geographical boundaries. Today customers need more information and knowledge and hence it is vital for every employee to provide all the information of the product intended to be sold. For instance, organizing classroom and field activities for training the employees based on financial literacy, financial tools and nuisances of customer behavior, selling skills etc. This approach will not only enhance customer satisfaction but also assist in acquiring customer empowerment as a critical skill.

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## Vocational Training

Very few SMEs have the funds and means for offering holistic skill development for their employees. This leads to a skill gap within the organization causing either concealed employment or higher attrition. To counter this, a government incentivized vocational training program can be incorporated. Alongside skill training, this will also help in increasing employability. Vocational training ensures the kinds of skills imparted to trainees are viable and linked to the available jobs. For instance, the existing government, through Sector Skill Councils (SSCs) and National Skill Development Corporation India (NSDC) has presented a number of opportunities for entrepreneurs to step-up and generate ventures for imparting skill education.

## Go digital with training

Development and learning don't have to consist of costly processes with elongated lead times. Recent off-the-shelf digital innovations make it easier for employees to continuously acquire skills in the context of their business. Forward-thinking employers have a comprehensible opportunity to step into both; future-proof their organization and better retain employees. Technology is a vital driver which can easily assist in scaling up the skill development initiative. If skill segments, streams are identified then the next step is to define educational contents or syllabus including the practicality of the training. Technology can help to identify standard training tools for the candidate and all tutorials, assignments; tests can be conducted using technology. To facilitate faster propagation of knowledge, creation of quality digital content on training modules is also obligatory and these must be available to all on the internet. Free digital content will promote more people, principally self-employed people and entrepreneurs to proactively work towards enhancing their skill sets.

Skill development will assist potential employees to get easier access to the formal job market where they can negotiate for higher incomes, work under more affable labour conditions, have better job security and enhanced access to healthcare and medical facilities. The objective of creating a skilled workforce has to be coupled with corresponding employment opportunities for the youth, to resolve the core challenge of unemployment in the country.

(Peplematters.in – 30 May, 2019)



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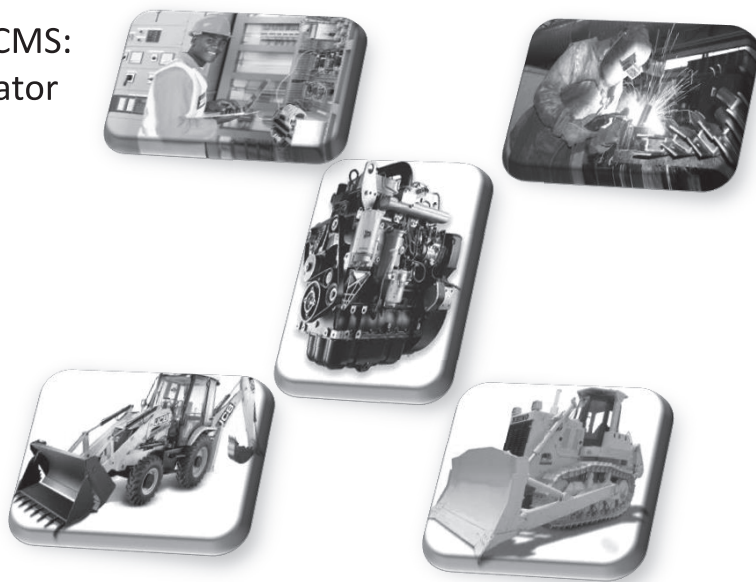


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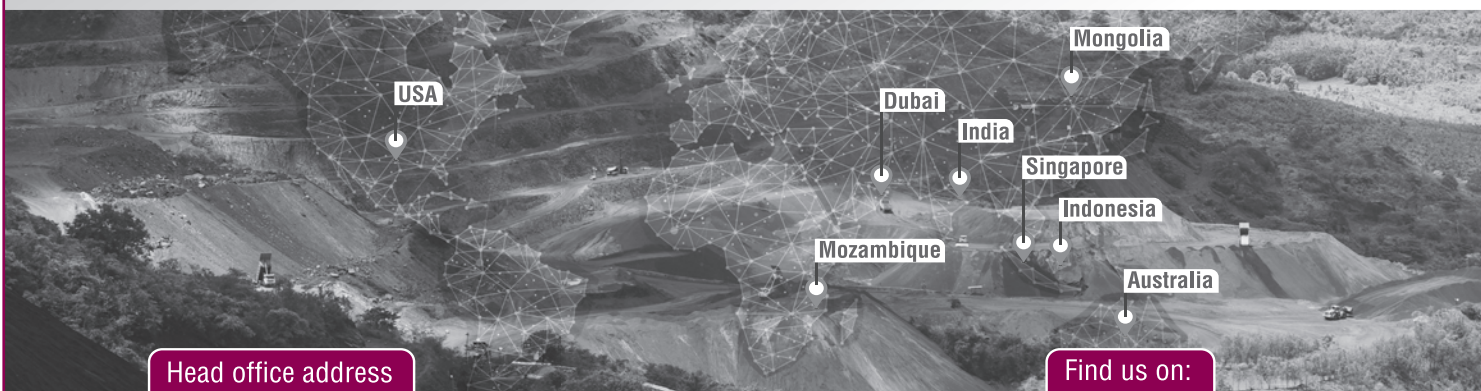
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