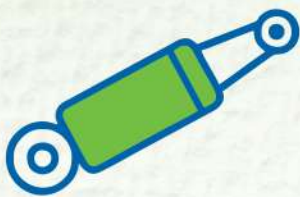


23<sup>rd</sup> Aug 2024

# BALCO TODAY



**Prioritizing Safety &  
Operational Excellence  
with Hydraulics Training**



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# CHAIRMAN CORNER



**Anil Agarwal** @AnilAgarwal\_Ved · 18h

Only 10% of India's women are in the workforce. This has to change for rapid and inclusive economic growth.

Women are as productive, if not more, than men. We need to create an atmosphere that is conducive.

This FT editorial discusses job creation in India and mentions better education and women in productive activity as fundamental to a nation's progress. It also emphasizes the need to continue working on ease of doing business. I have a slightly different view on manufacturing which I believe needs to be encouraged with incentives.

Good to see all round focus on jobs. A productive nation is a prosperous nation.

## How India can create more jobs

### *Drive to attract factories must not overlook country's huge potential in services*

India celebrated 77 years of independence last week. By its centennial, in 2047, Prime Minister Narendra Modi wants the country to become a "completely developed nation". Based on current trends, however, it could take another 75 years for India just to reach one-quarter of America's income per capita, according to the World Bank. To change the arithmetic, India must capitalise on its labour force — one of the youngest and largest in the world.

A vast labour supply of over half a billion is both an opportunity and a challenge. It can support economic growth, provided there are enough worthwhile jobs to fill. But it also brings huge political pressures, as Modi found out after his Bharatiya Janata party lost its parliamentary majority in a shock election

result in June. The vote reflected rising frustration over the lack of well-paid work opportunities. Rising food prices made matters worse.

India's jobs challenge is stark. A recent study by Natixis, a bank, estimated that the country needs to create 125m jobs by 2050 to absorb its growing population. That means the economy producing 16.5m jobs per year, a significant step up on the 12.4m annual average for the last decade.

In a sign that the election result has humbled Modi, the government's budget last month outlined several initiatives to jump-start jobs growth. It set aside \$24bn for job creation, covering employment and training incentives. It is a start, but there are no quick fixes.

India is, however, well positioned to benefit from global economic shifts, which it can leverage over time to deliver more jobs. The country is attracting businesses keen to diversify their manufacturing supply chains, as part of "China Plus One" strategies. For

instance, Foxconn, the electronics giant, has been expanding in the country. Factories create jobs at scale, particularly for lower-skilled workers. Rather than wasting funds on subsidies, India can appeal to more manufacturers by investing in its road, rail and ports and by slashing import tariffs, which benefits its wider economy too.

But greater focus should also be placed on driving high-skill, high-pay employment opportunities, India is well set up to benefit from the rising global trade in higher value-added services. It has one of the largest numbers of graduates in STEM — science, technology, engineering and mathematics — fields in the world. Multinationals ranging from Google to Walmart have set up "global capability centres" in India, which tap into its talent for data analysis, and research and development. ILO, the International Labour Organization recently estimated the jobsless rate for graduates to be around 29 per cent. India has the potential to become the

Greater focus should also be placed on driving high-skill, high-pay employment opportunities

world's research hub. But getting there warrants continued efforts to support the private sector, including by streamlining red tape around planning and foreign investment. Closer connections between India's technical colleges, employers and investors can help support better job-matching, continued skills development, and start-up growth.

In the longer term, India needs to invest in better education and support women to enter the formal workforce to shift more of its population away from precarious work. That will support income growth, and in turn drive further job creation.

Having millions of workers in poorly paid, informal work, and talented graduates with too few jobs to go into is a major problem for the BJP. It is also an enormous waste of talent for India, and the world. Just as the nation tapped into globalisation in the 1990s to drive jobs and growth, it needs once again to ride the wave of global trends to take advantage of its "demographic dividend".



**Anil Agarwal**  
Chairman, Vedanta Limited

# Vedanta Delhi Half Marathon is back!



This year, let's aim for a hat-trick

## #RunForZeroHunger!

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Download the 'Step Set Go' app or scan the QR code below

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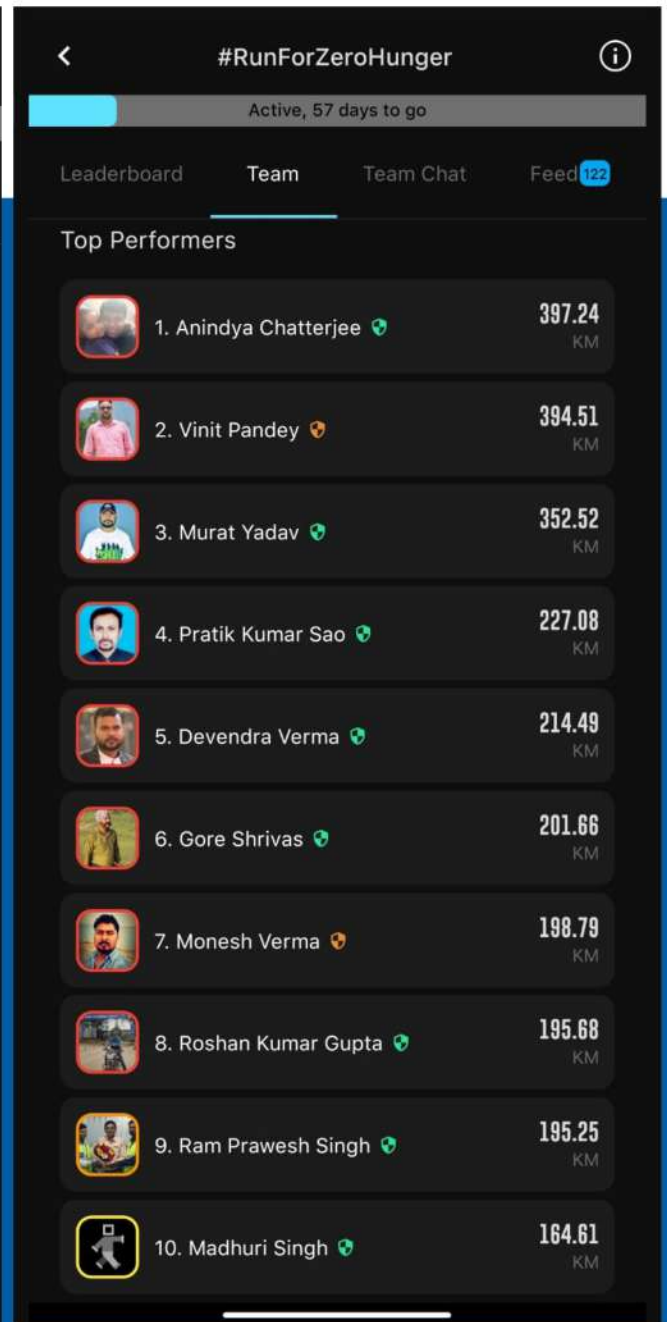
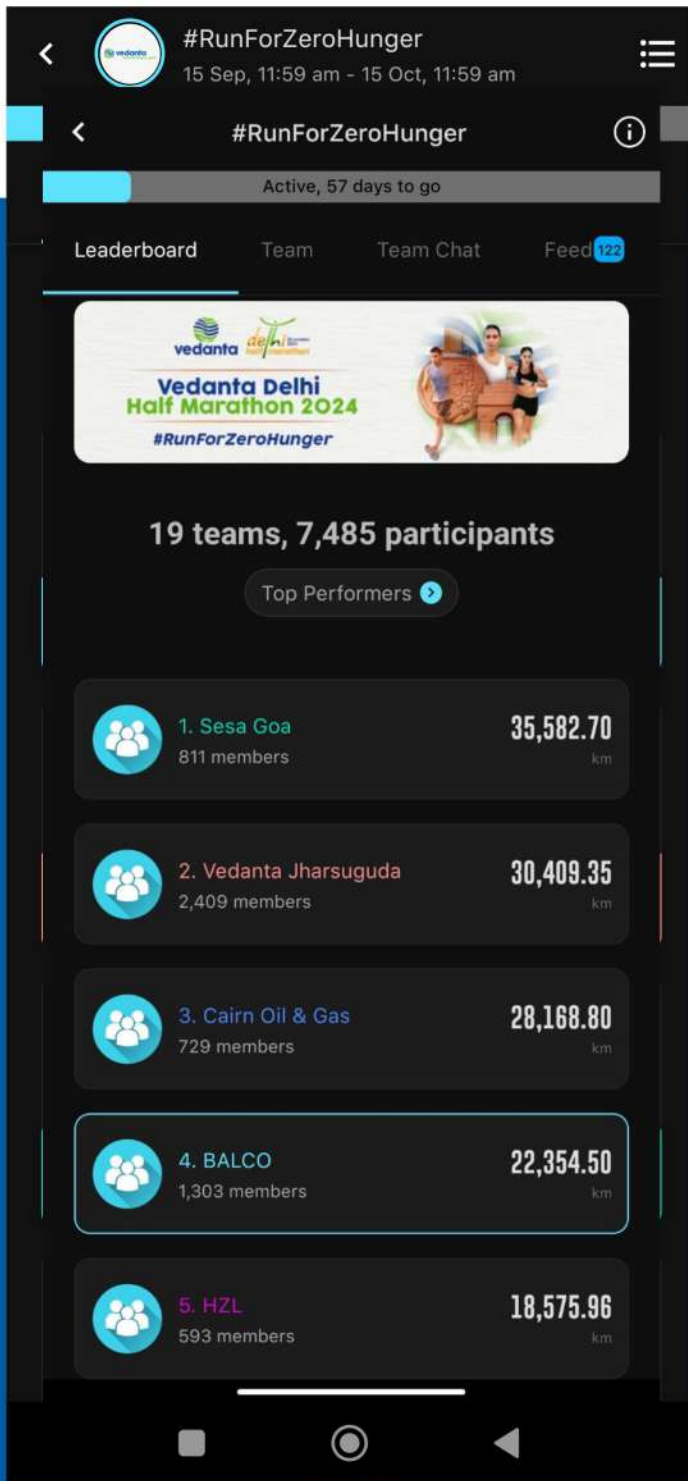
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*1 Km = 1 meal for less privileged*



**Team BALCO!!**  
LET'S CONTINUE TO STAY AT THE TOP

**#RunForZeroHunger**  
1 KM = 1 MEAL FOR THE LESS PRIVILEGED

» Download **StepSetGo** app  
to join the noble cause.

Scan the QR code  
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BALCO organized a two-day Hydraulics Training session, focusing on empowering personnel from the Carbon department with the skills needed for the safe and efficient operation of hydraulic systems. The session was led by Mr. Sunil Hajirnis from Parker Hannifin, a veteran with over 35 years of experience in handling hydraulics, prioritized safety, equipping 20 participants for safe and secured operations.







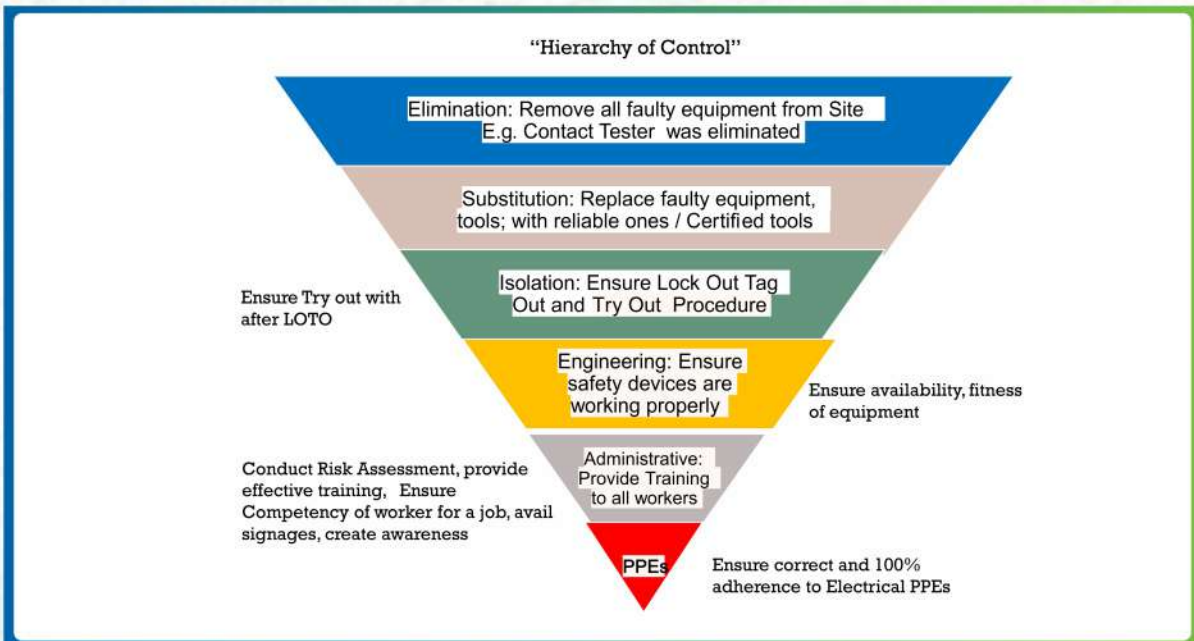








## Learn from Outside Accident | बाहरी दुर्घटना से सीखें ।



**Incorrect**  
No Isolation, No shoes, No, Gloves,  
No Supervision, no training

**गलत**  
कोई आइसोलेशन नहीं, कोई जूते नहीं, कोई दस्ताने  
नहीं, कोई पर्यवेक्षण नहीं, प्रशिक्षण नहीं ।

All Controls are missing

सभी नियंत्रण गायब हैं ।

**Vadodara: 2 Workers Suffer Electric Shock While Erecting Electricity Pole at Makarpura, Gujarat, Ref: TOI, Aug 13, 2024**  
The incident occurred when the workers were shifting iron poles one of the came in contact with power cable above. The workers who were holding the poles below got electric shock...

All Controls are important and essential

सभी नियंत्रण महत्वपूर्ण एवं अनिवार्य हैं ।

## BALCO empowering mothers

■ Our Correspondent  
KORBA, Aug 22

BHARAT Aluminium Company Limited (BALCO) commemorated World Breastfeeding Week 2024 with a comprehensive awareness campaign aimed at empowering pregnant and lactating women from the local community. In line with the global theme 'Closing the Gap: Breastfeeding Support for All,' the campaign addressed the benefits of breastfeeding, emphasizing the irreplaceable value of breast milk.

The sessions also highlighted the importance of the first 1,000 days of a child's life, advanced caregiving techniques such as kangaroo care, and preparing women before childbirth to optimize breast milk flow. 500+ pregnant and lactating women attended the sessions to gain these insights.

The week-long initiative culminated in a significant event, to honor and support breastfeeding mothers, underscoring the critical role of family, community, and healthcare worker involvement in promoting and sustaining breastfeeding practices.

Highlighting the impact of such initiatives, Rajesh Kumar, CEO and Director of BALCO,

said, "Access to quality healthcare is central to our vision of creating a thriving community. Through initiatives like these, we strive to empower individuals with the right knowledge and skills needed to take care of themselves. By supporting maternal and child health, we are investing in the well-being of our communities, ensuring that every mother and child can lead a healthy and prosperous life."

Sharing her experience, Renu Prakash, District Programme Officer, Women and Child Development said, "A child's nutrition is connected to mother's well-being. In line with the women and child development goals, BALCO's initiatives provide knowledge that empowers mothers to prioritize their own health, ensuring children receive the nourishment they need. I trust that the participants will apply these learnings to care for themselves and their children more effectively."

Rejina Linga, a beneficiary, said "The Kangaroo Care method has been a revelation for me. Holding my baby skin-to-skin, as they taught us, has not only strengthened our bond but also contributed to my baby's overall well-being. The guidance from these ses-



A team of Balco personnel and others.

sions has boosted my confidence as a mother, empowering me to taking care of my child properly."

BALCO's dedication to maternal and child health which are modernized Anganwadis for the development of women and children, aligns with its broader mission to promote socio-economic development and well-being in the communities it serves. Arogya offers comprehensive health care services, focusing on maternal and child health, malnutrition, anemia, and awareness on HIV, TB, and de-addiction. Nand Ghars, a collaboration with the Ministry of Women and Child Development (MoWCD), provides pre-school nutrition, education with a top-tier curriculum, digital learning tools, significantly boosting children's cognitive development, attendance, and school readiness.

| WORLD BREAST FEEDING WEEK |

## 'BALCO empowers mothers through health initiatives'

Central Chronicle News

**BALCONAGAR:** Bharat Aluminium Company Limited (BALCO), India's iconic aluminium producer and a part of Vedanta Aluminium, commemorated World Breastfeeding Week 2024 with a comprehensive awareness campaign aimed at empowering pregnant and lactating women from the local community. In line with the global theme "Closing the Gap: Breastfeeding Support for All," the campaign addressed the benefits of breastfeeding, emphasizing the irreplaceable value of breast milk.

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### FACTFILE

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# MEDIA CORNER



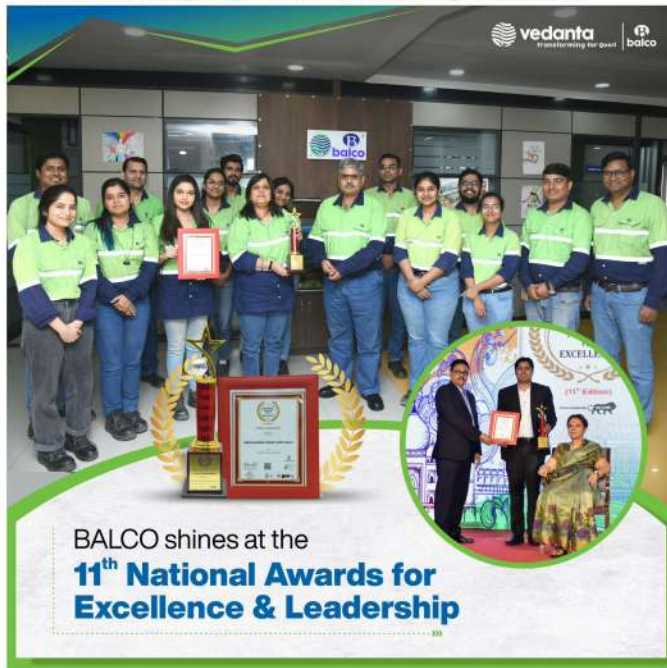
Bharat Aluminium Company Ltd



#BALCO has been honored in the Diversity and Human Resource category at the 11th National Awards for Excellence & Leadership. This recognition by the World HRD Congress and CMO Asia underscores our steadfast commitment to fostering a diverse and inclusive workplace creating #equal\_opportunities for every individual to thrive.

@vedanta\_aluminiumbusiness  
@whrd\_congress

#Vedanta #Diversity #HR\_practises #Awards  
#transformingforgood #transformingworkplace



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# Team BALCO Today

Conveys Heartiest Greetings To

23<sup>rd</sup>  
Aug  
2024

Prakash Soni  
Chandeshwar Sharma  
Dhirendra Kumar  
Rishi Harsh Soni

Pot Room  
Pot Room  
Project  
Commercial

24<sup>th</sup>  
Aug  
2024

Mayank Shrivastava  
Prabhat Kumar Dadsena  
Manoj Patel  
Brijesh Kumar Rathore  
Vivek Kumar  
Hitesh Chhugani

Power  
Bake Oven  
GAP  
Pot Room  
Pot Room  
Finance

HAPPY  
*Birthday*  
TO YOU!



# Idea Theme for Aug' 24 - Asset Care & Equipment Reliability Improvement



**vedanta**  
transforming for good



## R&R Category

1. Best idea of the month
2. Max. idea generator
3. Quick 5 Ideas



**Asset Care**

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Play store**



Place your appliances in safe hands

Share your ideas through Idea@Balco  
Mobile App/Portal  
<https://idea.balco.in:8047/dr/login>  
Use tag word #Asset# before  
mentioning ideas





# BALCO CENTRALIZED

## Security Operation Center



### INCIDENT

Theft, Threat, Vandalism, Fraud  
Malpractice, Wild Animal Attack



### VIOLATIONS

Unsafe Act, Unsafe Conditions  
Traffic



### YOUR ABSENCE AT HOME

Away on Holidays for Few  
Days



### ISSUES

Traffic Jam, Card Not Working  
Lack of Support at Entry Gates



### SUSPICIOUS MOVEMENT

Person Behaving/Acting in  
Suspicious Manner

We Are Manned 24x7 & Available At:

 **9179083488, 7759252655**

 **BALCO.SOC@Vedanta.co.in**

Sec\_urity is incomplete Without "U"

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- ◆ Travel Story
- ◆ Balco Plant Events
- ◆ Achievements etc.

We will try to capture them in

# BALCO TODAY

## YOU CAN REACH OUT TO US -

Ritesh Siraj  
9911836450

Prakhar Singh  
9111147484

Shivani Pachori  
8830960726