

PRAYAAS

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Dear Colleagues,

Things hardly happen the way, they are desired. It was hoped that publication of Prayaas would be regular but a lot of activities and pressing pre-occupations in between and we are again, behind our schedule! However, this time we are publishing an interview with a legendary fore-runner in his mid-nineties and still amongst us not only with memories of the past but with a positive vision for the future as well - certainly a great source of inspiration for us and the generations to come.

Besides, there are two sweet - sour memoirs from two senior colleagues – one dating back to over thirty years and the other nearly two decades. There is yet another contribution by a very senior colleague relating to “Transliteration”, a unique method of typing in Hindi, using English keyboard .You will find, as usual, other exhilarating topics also. We fervently hope to continue with such articles in our future issues as well; of course - with your active and sustained co-operation.

(Arvind Kumar Chaudhary)

Principal Editor : S. N. Sinha Editor : Arvind Kumar Chaudhary

Editorial Board : Ashwini D. Thakre, Daya Nidhan Pandey,
Dharmendra Singh, Bandana Preyashi, S. P. Sinha.



**Presentation of Life Time Leadership Award to
Shri R. C. Sinha, I.A.S. (Retd.),
by Retired IAS Officers Association, Bihar.**

20th March'10.



Shri N. K. Prasad, I.A.S. (Retd.), Working President of the Association clapping and Smt. Kamala Ramasubramanian, wife of Late K. A. Ramasubramanian, ex Chief Secretary to Govt. of Bihar (1950) & Sri Anup Mukerji, I.A.S., Chief Secretary to Govt. of Bihar presenting the Life Time Leadership Award to Shri R.C. Sinha; also seen in the picture (from Right) Smt. Sharda Das, Daughter of Ramasubramanians and Secretary to Governor, Karnataka; S.N. Sinha and Dr. H.K. Sinha.

Dear Colleagues,

There are some peculiar paradoxes one has to confront in Life. I am reminded of one from my own personal experience. During the younger years, when one was growing up both in temporal as well as intellectual terms, one always found oneself bitten by the writer's bug. However, the output in terms of the written material was always restricted by the thought or the possibility of finding an appropriate platform for getting such material published. Committed and diligent writers and academics, of course, persist with their efforts regardless of such thoughts, to begin with. Through experience and learning they find ways not only to get their writings published in appropriate forums but also find ways of tempering their intellectual and creative inclinations in manners that are suited for the dominant discourse of the day. Persistence and constant evolution feed into each other and suitably complement themselves.

When there was time as well as inclination both to write, one merely kept struggling with the question of what would be the fate of such writing. The result was obvious. One neither became a writer nor an academic of any kind. Today the inclination possibly still survives but one always finds oneself struggling with the paucity of time to devote to such pursuits. The tragedy is further compounded by the fact that, given the expanded horizons of the station one has reached in life, one does not have to struggle too far to find of forums for one's expressions provided one is able to actually find the time and

the effort to ink such expressions in a reasonably comprehensive manner. However, there is a lesson one has learnt from all this and that is that one should desist from skepticism about possibilities in life.

The publication of Prayaas gives us all, such skeptics as the one I have mentioned above, an opportunity to open up our world of possibilities. We can refine our creative inclinations through contributions to the magazine and also revisit our old academic dreams if we so want. It is certainly not a very daunting task if one makes up one's mind. The idea should be to explore our experiential contexts and try and see if they can be strained through the sieve of current academic, literary or social discourses. Each one of us in the Service navigates through experiences which would be worthwhile putting a perspective on to. A collective effort of this kind can result in a publication which would not only be the envy of many but also a valuable reference material for those who would care to use it.

With this hope we move on to this current issue which attempts to subsume some of the thoughts spelt out above.

Yours truly,



(Tripurari Sharan)
Secretary, IAS Officers Association
Bihar Branch

RCS in his Nineties about RCS in his Twenties

Sri Ram Chandra Sinha, born on 4th of August 1917, served the State Govt. of Bihar from 1941 to 1974 and thereafter joined Patna High Court as a Senior Advocate where he worked actively from 1975 to 2006. Currently he leads a retired life at his house at B N Roy Road, Kadamkuan, Patna where he has a team of loyal and affectionate domestic aids. Still sought after for his advice on complicated legal matters, his memory continues to be incredibly photographic till date. Here he shares some of his experiences of pre-independence era with Sri S. N. Sinha, Principal Editor, Prayaas.

SNS: Sir, it's a great fortune to have you amidst us as a source of inspiration and guidance. Spanning across pre-and-post Independent India your baptism in the crucible of evolving dynamism of public service is a treasure trove not only for us but for the entire society.

Today I could urge you, sir, to 'recollect' in 'tranquility' the earliest chapter of your career in executive service. You may kindly go on, leisurely, and reminisce. I would utilize the period of pauses during this process of recollection as opportunities to remind you about your next chain of experience in related areas and thus help the flow continue.

RCS: It was 1941 when I became eligible to apply to Joint Public Service Commission for Bihar, Orissa and C.P. (Central Provinces) as it was then called. That year a vacancy of Dy. Superintendent of Police had been advertised for which I had offered my candidature.

The Commission had Sir (Justice) Md. Khawaja Noor as its Chairman and two members, one from Orissa and the other from the Central Provinces. Mr. Boin IP, IG of Police was there as an expert to assist the Commission. Among other questions he asked me whether any relative of mine had ever served or was serving in the Police Department.

पश्येम शरदः शतम् ॥1१॥

जीवेम शरदः शतम् ॥12॥

बुध्येम शरदः शतम् ॥13॥

रोहेम शरदः शतम् ॥14॥

पूषेम शरदः शतम् ॥15॥

भवेम शरदः शतम् ॥16॥

भूषेम शरदः शतम् ॥17॥

भूयसीः शरदः शतात् ॥18॥

- अथर्ववेद, कां. 19-सू. 67

Mr. Boin was happy to know that my uncle, Sri Bhuvneshwar Prasad had served as Police Inspector, Munger whom he had known while in service as he told me.

Two of us, Sri Y. N. Jha and myself were selected by the Commission. Since Sri Y.N. Jha could not have appeared before the Commission again on account of his age, the Commission decided that he should be appointed and my name should be sent to the Government for appointment against the second

post which was otherwise to be reserved for ex-servicemen after the end of the Second World War.

SNS: How did this change happen sir - I mean from your selection for the post of Dy. Superintendent of Police to the post of Dy. Magistrate?

RCS: Things really happened very fast. Before the Government could initiate any step to act according to the advice received vacancies of four post of Dy. Magistrate were advertised for which I had applied and was called for interview. Mr. N. J. Raotan ICS had in the meanwhile succeeded Sir (Justice) Md. Khawaja Noor as Chairman. Mr. Y. A. Godbole, Chief Secretary to the Government had come as an expert.

As was the practice Mr. Fawcus, IES, Director of Public Instructions of the State had come with the names of a few brilliant students from Patna College, Patna and

Patna Science College. The Commission, however, did not go by the list, made a dramatic departure from the tradition and selected four other candidates who were interviewed, the other three being – Shri Anwar Karim, Shri Ramanand Singh, Shri Baldeva Sarkar. Out of these four three of us, excluding Shri Baldeva Sarkar, were students of Universities outside of Bihar.

SNS: So we can say that it was in 1941 under the chairmanship of Mr. Raotan that the Jt. P.S. Commission initiated such changes, ending the system of appointment on the basis of recommendations and expanding the area of choice beyond the alumni of Patna College, Patna and Patna Science College.

Which, sir, are your earliest experiences as a Dy. Magistrate that flash upon your mind right now?

RCS: The first thing I recall this moment was about the task as a leader of a team of revenue officials for deep stream verification. This exercise was held periodically, perhaps once in three years, to establish the boundaries of Bihar and UP on the basis of the measurement of the depth of the midstream of Ganges river. This exercise was undertaken jointly by two teams of revenue officials, one from Bihar and the other from UP. The report had to be a joint one. During the previous year a joint report could not be prepared because of sharp differences between the two teams, unfortunately ending in physical violence.

The members of the team were required to travel on boats in the river from Belethra Ghat in UP. We had to spend four days and four nights in boats, which of, course, had the basic facilities by way of the services of a cook and a sweeper. Food was cooked in one boat and the chainmen from the two sides on other boats used to measure the depth and announce their findings loud enough for all of us to record.

Mr. Bagchi, SDO, Basidih with Headquarters in Baliia was the team leader on behalf of the State of UP. An exchange of

a few pleasantries between the two of us revealed that his elder brother had been my contemporary at Allahabad University. This added a personal touch to the relationship between the two teams. Our task was accomplished with due accuracy and we prepared a joint report.

SNS: Could you, sir, share some of your memories of the Quit India Movement of 1942 during your posting at Chapra?

RCS: On 9th Aug. 1942 Chapra too was a witness to several incidents of disruption of transport and communication systems. At Sonepur Railway lines were uprooted.

I was incharge of the Post & Telegraph office building at Chapra where I used to cycle from my residence during nights. We knew we Indians working with the Govt. would get a safe passage.

Yes, lest I should forget let me tell you about another related experience. At Chapra I had acquired a horse from one of my relatives. I enjoyed riding horses. Perhaps this might have been an additional factor in Mr. Adair, the District Collector, deputing me to Sonepur, a journey covering about 70 miles by road, with a Captain from the Army and about 100 British troops.

A few months earlier some Canadian troops had strayed into a village after nightfall and were hiding in a plot of standing Arhar crop. The villagers discovered it and were so infuriated that they killed all of them. To avoid any such incident I was deputed with confidential instruction that adequate vigil should be maintained so that the troops did not stray into the villages. The troops carried foodstuff most of which had however, gone bad. I had therefore to arrange for their food. Thanks to the generosity of the landlords of the concerned areas, there was no problem on this account. And our vigil also paid off.

This journey turned out to be a testing ground of my horse-riding skills, all night vigilance on the troops, my capacity for

improvisation, etc. I must thank my stars that the mission was accomplished, though under severe strains of all kinds but without any mishap.

SNS: Sir, you have shared with us adventurous life on boat for four successive days and nights. All of us in our service have to go through various kinds of ordeal and I believe it is these that 'temper the steel' for any nature of contingencies. There was no dam over Koshi river which was known as the river of sorrow. Did you happen to deal with Koshi flood during that period?

RCS: Yes, I am reminded of my experiences as Sub-Divisional Officer, Samastipur in 1945. I had to go on a tour of flooded areas of Koshi.

I had to travel again for 3 days and 3 nights on a boat in a row for distribution of relief in the shape of medicines, Chura, Gur, Kerosine and standard cloth. Having distributed the relief materials as I was planning my return to Samastipur, I was approached by a group of people from another area affected by flood. I still vividly remember my dilemma. If I returned to the HQ's, that is, Samastipur, I thought, either I would have to rush back again or send my Second Officer. And then it was the question of immediate relief. This tilted my decision in favour of continuing the journey despite the severe strain from which I was still to recover. When I reached the place it was clear to me that the situation was grave enough to warrant immediate help. I felt relieved, indeed happy that I had taken the correct decision.

When I returned to Shuma Deori in the evening, another dilemma awaited me. It was night and I had to look for some place to stay. There was no Dakbungalow or any thing of the sort. Shuma Deori could be the only place available for my stay. The head of the family, I knew, had been accused of murder and the case, under police investigation, was pending in my court. I followed the cardinal administrative

principle of not only maintaining but demonstrating my impartiality and decided to proceed ahead. I however had to request the head of the family to provide me a bullock cart to reach me at Buchauli, our camp headquarters about 20 miles away. I was however advised that a bullock cart could not take the difficult journey and that too during the night and instead offered me their elephant and its Mahavat. This mode of transport, as I discovered during that journey, was not only the safest one but the only one to reach the destination since the terrain was largely slushy. In addition at places the Katcha road was under ankle to knee-deep water. I reached my destination in the morning, utterly exhausted and full of sleep, but in one piece.

SNS: Now about your judicial experience - which one of such experiences is still clearly etched in your memory?

RCS: In those days there was no training school for officers. Everyone recruited to the branch of Civil Services was initially vested with third class Magisterial powers and had to learn everything on the job, the hard but the surest way.

On my appointment I too was vested with powers of a magistrate of third class. A few cases were transferred by the Sub-divisional magistrate to my court.

Once I was deputed for a few days to look after the evacuee traffic from the East in course of the Second World War. Special trains including trains for the British troops used to pass through Sonapur, where I was deputed to issue instructions to Station Master and issue railway tickets for every evacuee if they got down for new destinations. This did not however arise since not one evacuee got down at Sonapur. However I had to make arrangement for their food. No sooner than the daily task at Sonapur was over that I used to go to the HQ for my normal work.

It was summer time and the courts were held in the morning. In one case I had to

pass orders on, I could not make up my mind about the quantum of punishment to the two accused.

On that fateful day I missed the morning train from Sonapur to Chapra and consequently could reach Chapra only around 11am. By then I had made up my mind and announced the judgment in the court to the two accused in presence of the police officer. While the younger one was to undergo rigorous imprisonment for a fortnight, the older one, who happened to be the former's uncle, was to pay a fine of Rs. 50 only. The policeman present in the court took hold of the Overseer. The older man paid Rs. 50 and was set free. Later on I was advised by my seniors that a judgment of conviction was required to be announced in the early hours so that the accused could get enough time. I took note of the advice and followed it scrupulously thereafter.

SNS: One final question about your pre-independence period of service. Could you kindly recall, Sir, any one incident which you would enthusiastically like to relate even after a gap of say, seven decades?

RCS: Yes, but the incident which comes to my mind right now has more to do with the human face of administration.

I have already mentioned about my uncle Late Sri Bhubneswar Pd., Inspector of Police, Munger. After his retirement on superannuation he deposited the service pistol allotted to him in the Malakhana. When I was appointed a Dy. Magistrate my uncle wanted me to obtain a license in my name and get back the service pistol. As it happened three years had elapsed by then and according to the instructions the service pistol did not require to be kept in the Malkhana. In pursuance to our request it came to light that the service pistol had been sold out to some individual.

My uncle wrote a personal letter to the Divisional Commissioner, Tirhut, Mr. Mansfield. I met Mr. Mansfield with that letter in his camp at Sonapur fair in 1946.

Mr. Mansfield was moved so much that he advised me to meet him when he would be joining as Chief Secretary to Govt. of Bihar. I met him at Patna accordingly and he ensured that a new revolver was given to the individual who had bought my uncle's service pistol and simultaneously 'my family heirloom' was handed over to me, of course at the price it had been sold out earlier. But for the rare degree of personal interest of Mr. Mansfield 'this family heirloom' of ours could never have been with us.

SNS: This session would now end with the new beginning – the unfurling of the national flag. How was the first Independence Day celebrated at Motihari, the district headquarters?

RCS: There was considerable excitement as 15th August 1947 was approaching. The British Officers in Bihar were leaving for England. Preparations were made by most of us to get Khadi Achkan, Pajama and Gandhi Cap for the official function.

Rai Bahadur Pushkar Thakur was District Magistrate, Motihari. I would like to add here that he was one of the rare alumni of Patna University to have secured a First class First in B.A. English Hons. in 1922. As you know this feat was repeated by his eldest son Damodar Thakur in 1944.

At the official function at Motihari District Magistrate unfurled the national flag amidst the excitement of chorus of the national anthem. Sweets were also distributed on a lavish scale. The evening presented an illumination of all houses of the town and there were groups of jubilant people of all ages - singing and dancing to the deafening sound and dazzling light of the fireworks and crackers.

Rai Bahadur Pushkar Thakur the District Magistrate and several other officers including myself started attending offices in Khadi Dhoti and Kurta. We also went on tour in Khadi Dhoti and Kurta for a short period. However we used to ensure that our

Orderly in official uniform was always with us!

SNS: Sir, your experiences as a young and energetic Magistrate are as absorbing as any extract from a fairy-tale – four days and nights on boats in the Ganges, elephant ride for 20 miles of slushy terrain in dark night, horse ride for 70 miles alongwith a Captain and 100 British troops, spending nights alongwith the troops in ad hoc camps, etc.

With the transformation of infrastructure facilities and India's philosophy of inclusive growth the universe of the common man has been changing, enlarging, thereby calling upon new strains of responsiveness to changes all round. However, it is also sadly true that our State continues to be frequently affected by floods, of course, largely on account of lack of required measures in Nepal where most of these rivers originate.

I should better stop as this long session has already put great strain on you.

RCS: Thank you Sinha. I have enjoyed every single minute of my journey back to the distant past. One could naturally become philosophical in such an odyssey which brings you face to face with your own self more than 60-70 years ago. It's really a great feeling to have been more than a witness, a partner in the evolution of India in the post – independence period. I am grateful to you and through you to our IAS Officers Association for providing me with this rare opportunity. I hope these fragments plucked from the memories of a nonerian would be both interesting and instructive. Let me also add but for your affectionate persuasiveness and patient reminders and attention this reliving of those moments could never have materialized.

SNS: I am very grateful to you, sir, for the time given to me for this valuable piece. It is an experience to see the past so relevant to and meaningful for us through the eyes of one who has played a role in shaping it in visible or invisible a manner and in this context this

trek to your twenties and the forties of Bihar of the last century is indeed a document providing insight into the administrative history of a critical period of our country.

However, this meeting has to be now followed up with one more trek into the past – beginning with your 13 - years experiences as Secretary to Dr. Shri Krishna Singh, the first Chief Minister of Bihar, and dwelling upon public administration during the fifties which had obtained high words of praise from Mr. Appleby; the project for the beautification of Patna, etc. Some glimpses of your second career, I mean, as a Senior Advocate at Patna High Court would also be, howsoever briefly, touched upon in our next meeting. We started this journey sometime in Feb'10, continuing it with occasional aids of notes and telephonic talks and now this meeting today, the 11th of March '10.

RCS: Thank you very much, once again. God bless you, Sinha.

SNS: Thank you sir. Looking forward to meeting you on 20th of March when the Retired IAS Officers Association, Bihar would be proudly presenting Life Time Leadership Award to you as a token of our love and respect for the inspiration and strength we have been receiving. Thank you, sir.

[Sri S. N. Sinha (1963), creative & social activities apart, still pursuing his 1980 - born dream of developing Koshi region as the Kochi of North India.]

*

1. May we see a hundred autumns.
2. May we live a hundred autumns.
3. May we wake a hundred autumns.
4. May we ascend a hundred autumns.
5. May we prosper a hundred autumns.
6. May we be a hundred autumns.
7. May we adorn a hundred autumns.
8. More autumns than a hundred.

- The Atharva Veda Samhita, Book XIX; 67
(Translated into English by William Dwight Whitney)

The Journey

- R. J. M. Pillai

I had returned to the cadre after a stint with the Government of India in June 1992 and reported to the Personnel Department. It was a pleasant surprise to get a notification in a couple of days posting me to Ranchi as Divisional Commissioner, South Chhotanagpur. Personnel Department was indeed fast. As was the practice I called up my colleague at Ranchi, exchanged pleasantries and asked about his convenience. He told me to go over on 15th June.

I left by the evening flight a day before, monsoon had set in and hence the flight got delayed. Since I reached late in the evening, I decided to meet my friend the next day. Promptly in the morning, I called on the Divisional Commissioner and he informed me about his engagements for the day, including convocation at Birla Institute and called me the next day to take over charge.

Next morning I went to the Commissioner's residential office, exactly at 10 AM. He was very cordial, offered me a cup of tea and informed me (in a twitter) that the transfer order had been stayed for 15 days. Having nothing else to do at Ranchi I returned the same evening to Patna.

Once again I reported to the Personnel Department. The then Secretary was very considerate and I was told that it was a short stay and I was to go to Ranchi at all costs. Some of the well wishers suggested that I should have assumed charge, but as we all know every officer has his own style of taking over charge, the assumption being that there is a style involved.

Officers returning to the Cadre after a GOI posting; normally land up in the Circuit House. This is really welcome since at any given point of time you have several colleagues in the Circuit House waiting for one reason or the other. You get to renew acquaintances. My daily routine included calling on the Secretary, Personnel, with a gap the Chief Secretary and of course meeting other friends to register my presence. Meanwhile my family had joined me in the Circuit house. I had also started visiting various schools for admission of my kids. Somehow, I was certain that I may get a posting in Patna.

That euphoria was short-lived. It was middle of July and again a notification, posting me to Ranchi. I would not give up protocol and once again talked to my friend at Ranchi. He seemed to be ready to hand over and was, as usual, cordial and asked me to go over as

per my convenience.

I had decided to go by road, taking my family along. We started in the morning on the 16th July and in haste I sent my personal effects by road in advance. The journey was pleasant and the climate moderate. The landscape along was quite picturesque. By afternoon, we were crossing Hazaribagh and then I noticed some one flagging us to stop. The driver stopped and enquired and I was informed that the Divisional Commissioner Hazaribagh had a message for me and we were asked to join him for lunch. Lunch at lunchtime is always welcome, but the message?

Shri Beck Julius was the Commissioner, Hazaribagh and he proved to be an excellent host. The lunch was sumptuous after a tiring journey. The message was that the transfer order had been cancelled and the direction to me was to report back to Patna. We stayed overnight at Hazaribagh and returned the next day. The truck with my baggage also returned.

Once again, the routine at Patna was the same and I got my children admitted to schools. On July 22nd I got my notification posting me as Secretary, Revenue and joined the same day. Revenue is an interesting subject and I was glad to be there. As usual, I started my work in right earnest. In a week's time, I had caught up the threads, got the office reorganized, the corridors lit up and started to come to office on time at 10 a.m. It was inconveniencing the late comers but they adjusted for short spells. At last, I was glad to be in Patna and also started to look forward to getting a house allotted. It was not easy even then.

With one month gone, I was fairly comfortable and some people even commented on my smile. On the 29th of August, there was yet another notification, once again transfer to Ranchi! I tried to convince the powers that be, but to no avail. This time the Government seemed to be serious and a state plane was mobilized to take me to Ranchi. I was apprehensive, quite aware that should I not get charge then, the return would be by cattle class. It was better luck and perhaps better times. I succeeded in taking over the same day. It was the third attempt; that was the number of times I took my Hindi departmental exams.

The story is, I was there at Ranchi for over two years and that's one of the assignments, I cherish.

[Sri R.J.M.Pillai (1973), is presently the Chairman, Bihar Public Service Commission.]

This is Magic !

Using English Keyboard to Create Hindi Documents

- Navin Kumar

1. In Bihar, most of the official work is done in Hindi. Naturally, government officers are required to write notes, letters and various other documents in Hindi. They depend on their PAs and clerical staff to do this for them. With increasing use of computers by officers, they have felt the need for creating Hindi documents on their computer themselves. But, there is a problem. In order to create a document in Hindi, you have to use some Hindi typewriting or word processing software and these software have keyboard layouts that are specific to them. In fact, these software try to mimic one of the several Hindi keyboards that were prevalent before the advent of computers. Since proficiency in Hindi typing is an essential qualification for the clerical staff, they are quite comfortable with such software. On the other hand, officers like you and me have learnt typewriting in order to use personal computers, but our familiarity is only with English QWERTY keyboard. Hence, we are unable to use the Hindi language software. Learning a Hindi keyboard demands months of dedicated practice for which most of us, neither have the time nor the patience.
2. Wouldn't it be nice if we could use the QWERTY keyboard to create Hindi documents ? Is there some magic that would convert the keystrokes 'yah mera ghar hai' to 'यह मेरा घर है' ? Yes, there is and this magic is called 'Hindi Transliteration Software'. Read on and you would be creating Hindi documents on your own within half an hour of reading this article.
3. Let us first list our requirements. Firstly, the 'magic' software should be able to produce the Hindi text 'यह मेरा घर है' when we type 'yah mera ghar hai'. This is called 'transliteration'. So, our desired software should have the capability of transliteration from English to Hindi. Secondly, we should be able to correct the soft copy of the Hindi draft typed by the PA. For this to happen, the software should provide a Hindi keyboard that the PA can use to type and also the Transliteration QWERTY keyboard to enable us to correct the document.
4. You would find both these functionalities in 'Hindi Indic IME' software. This software is available free on the internet. Instructions for downloading and installing the software are given below.

Software Download

5. Hindi Indic IME: This software is available at the following web address : <http://bhashaindia.com/Pages/home.aspx>

Type this in the address bar of your browser and press the Enter key. This will take you to the BhashaIndia website. Click Tools > Download on this page to go to the next page titled 'Download Categories'. Under the category 'Indic Input', click 'Indic Input 1 (Hindi)'. This would bring up the download window. Go ahead and download the software. If the download window does not appear, right-click the 'Indic Input 1 (Hindi)' link, copy the shortcut/ link and paste it in your download manager software.

6. Unicode Hindi Fonts: Free Unicode Hindi fonts are available at a number of web-sites. One rich collection is at the devanaagarii.net web-site. To locate the fonts, type the following in the address bar of your browser:

<http://devanaagarii.net/fonts/>

Here you would find 25 excellent fonts together with CDAC-Gist bundle of 20 fonts. You can preview each font by clicking at against its name. To download a font, click its link which will take you to the download page where you would need to click the green Download button. Download as many fonts as you wish.

System Requirement

7. MS Office XP on Windows 2000 or MS Office XP on Windows XP or MS Office 2003/ 2007 on Windows Vista or Open Office on Windows 2000 or Windows XP or Windows Vista.

Installation Notes

8. Enabling Indian Language Support on your OS

Windows 2000

- Go to control panel and click 'Regional options'
- Click the 'General' tab and check Indic in "Setting for the system"
- insert Win 2K CD in your CD-ROM drive. Installation will begin.
- After installation is complete, the letters 'EN' will appear on the taskbar by the side of the tray.
- Reboot your computer.

Windows XP

- ✍ Go to control panel and click 'Regional and language options'
- ✍ Select 'Languages' Tab, and check the option "Install files for complex scripts and left-to-right language" and click 'Apply' button.

- ✍ The computer will ask for Win XP CD. Insert the CD in your CD-ROM drive. Installation will begin.
- ✍ After installation is complete, the letters 'EN' will appear on the taskbar by the side of the tray.
- ✍ Reboot your computer.

Windows Vista

- ✍ Complex scripts are already enabled on Windows Vista. Hence, you can straightaway proceed to the next step.

9. **Installing the Indic Hindi IME :** The downloaded 'Hindi_IME_setup' file is a compressed file. On unzipping it, you will get a folder named 'REL-MCIIME-EXT-Hindi-5.1.5.2-16-Jul-07'. Open this folder and click the 'Setup.exe' file. Follow the instructions.

10. **Installing Hindi Keyboards :** After installing Hindi Indic IME, follow the instructions below to install Hindi keyboards:

Go to control panel and click 'Regional and language options'

Windows XP/2000

- ✍ Select 'Languages' Tab and click 'Details' button
- ✍ Under the 'Installed Services' click the 'Add' button. A window titled 'Add Input Language' will pop up.
- ✍ Click the 'Input Language' drop-down box and select 'Hindi'.
- ✍ Check the 'Keyboard Layout/IME' check-box and select 'Hindi Indic IME 1 [V 5.1]' from the drop-down box below.
- ✍ Click 'OK', 'OK' and 'OK' in successive windows to close them.

Windows Vista

Select 'Keyboards and Languages' tab and click the button marked 'Change keyboards'.

- ✍ A window titled 'Text Services and Input Languages' will open.
- ✍ Under the 'Installed Services' click the 'Add' button. A window titled 'Add Input Language' will pop up.
- ✍ Scroll down to the list of languages and select 'Hindi' > 'Keyboard' and select 'Hindi Indic IME 1 [V 5.1]' from the drop-down list.

- ✍ Select the 'Advanced Key Settings' tab and assign key sequences to English and Hindi languages. I normally use the sequence Ctrl-9 for Hindi and Ctrl-8 for English.
- ✍ Click 'OK' and 'OK' in successive windows to close them.

The Hindi Keyboards are now installed.

11. **Installing Unicode fonts:** The downloaded fonts are in the compressed format. Unzip them. To install the Gist-OT fonts, open the 'GIST-OT-Fonts Installer' folder and double click the 'Setup.exe' file. In case of the individual fonts, unzip them, open the unzipped folder, right click the font and select 'Install' from the right-click menu.

How to Use Indic IME

12. After installing Indic IME, start any MS Office application or any Open Office application or WordPad or Notepad.

13. Click the Language Indicator 'EN' located in the System Tray on the right side of the Windows taskbar, and click to select 'Hindi' from the pop-up menu. A small toolbar will appear. (If you have assigned key sequences for using the languages, then you can accomplish the same task by merely pressing the sequence Ctrl-9 to invoke Hindi Indic IME. To go back to English, press Ctrl-8. Thus you can toggle between the two languages easily.)

14. Click the keyboard button on the toolbar. You will find the following keyboard choices:

- ✍ Hindi Transliteration
- ✍ Hindi Remington (GAIL)
- ✍ Hindi Remington (CBI)
- ✍ Hindi Typewriter
- ✍ Hindi Typewriter (Akruti)
- ✍ Hindi Inscript
- ✍ Hindi Webduniya
- ✍ Hindi Anglo-Nagari
- ✍ Hindi Remington (PNB)

15. By default, 'Hindi Transliteration' keyboard is selected. If you wish to use any other keyboard, choose the keyboard of your preference and start typing in Hindi.

16. Details of the keyboards are as follows:

Hindi Transliteration – Using phonetic typing, the user can type his message in Roman using the Standard English keyboard, which is transliterated on-the-fly to Hindi. It works on the logic of phonetics and is most effective when you spell the word the way it is spoken.

Other Keyboards: Hindi typing can be done as per the key mapping of each keyboard.

17. Select one of the Unicode Hindi fonts that you have installed. Desired font could be selected in the Font Box in the Formatting toolbar at the top.

18. For using the Transliteration Keyboard, you may need to learn the sequence of keys to be used to produce a particular Hindi letter. Go to 'Start' > 'All Programmes' > 'Indic IME 1' > 'Hindi' > 'Hindi Indic IME 1 V 5.1 Help' and refer to the 'Transliteration Keyboard' section to see a complete chart of English letter sequences for generating all Hindi alphabets. After learning the keyboard letter sequences, start typing.

19. You can also see the keyboard mapping of all other keyboards in the Help file.

20. A document produced using one keyboard can be edited using another keyboard. This feature could be used to good effect by officers to edit a document typed by their PA. You can ask your PA to install Hindi Indic IME following the steps given above. He should then type the document using one of the Unicode fonts installed. He can use a keyboard of his choice for typing. When you take

this document on your computer, you can edit the same using the transliteration keyboard.

21. If you wish to change the font of all or a part of the Hindi text in a document, simply select the text and choose a different font in the drop-down Font box in the Formatting toolbar.

22. If you wish to type a document that has both Hindi and English text, it can be done easily using the Hindi Indic IME. When you wish to type in Hindi, keep the 'Hindi' option selected in the popup menu that is shown on clicking 'H' button on the Hindi Indic IME toolbar (or simply use Ctrl-9), and when you wish to type in English, choose the 'English' option in the same popup menu (or press Ctrl-8).

23. My suggestion is that you have Indic IME installed on all computers in your office and also instruct your subordinate officers in the field to do the same with the computers in their offices. The PAs and clerical staff should be instructed and encouraged to use only the open Unicode Hindi fonts installed along with Indic IME to create Hindi documents.

24. You may note that Indic IME works also with MS Excel, MS Powerpoint and MS Access. Thus you can create Hindi documents in these programmes as well.

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Answers to **Current Affairs : Quiz**

1. Nobel laureate Muhammad Yunus (of Bangle Desh).
2. Bebe. (AOL recently purchased this social networking site).
3. Mahatma Gandhi: Time magazine 'man of the year - 1930'
4. John Mathai
5. HSBC in 1981
6. HMV (His Master's Voice)
7. Espania (Spain)
8. 116 Years (From 1337 A.D. to 1453 A.D., in phases, for accession to the throne of France.)
9. Word of mouth.
10. Johari window.
11. 53
12. Pints and Quarts.
13. A - Gulzar B - Meena Kumari.
14. Ustad Bismillah Khan (his grandfather uttered "Bismillah" and the instrument is the shehnai)

वह शायद यह कहानी बचपन से सुन कर बड़ी हुई थी। शादी के पहले माँ और दादी यह कहानी एक दूसरे को कहतीं और वह घुटने के बल गुटुर-गुटुर बैठ कर कहानी सुना करती। शिव-पार्वती बनते और गणेश जी के साथ उनकी पूजा होती। उसकी माँ उस घर की इकलौती बहू थी और वह इकलौती पोती। उससे छोटा एक भाई था। अतः वह भी काफी लाड़-प्यार में पली-बढ़ी थी। उसकी दादी सुहागिन गई। जरूर इस व्रत का प्रताप होगा। अंत समय में उनको बिछिया, चूड़ी पहना कर और बाबा ने माँग में सिंदूर भरकर लालिमा से विदा किया था। सब कितना रश्क कर रहे थे अम्मा के भाग्य से! उनकी अर्थी के नीचे से पैसे न्यौछावर कर सबको बाँटे गये थे प्रसाद-स्वरूप।

पंडित जी शिव-पार्वती की स्थापना कर उनका महिमा-मंडन कर रहे थे। 'और जो स्त्री ऐसा नहीं करती वह सात जन्मों तक वैधव्य का भोग करती है। उसके जितने पुत्र होते हैं सब-के-सब अकाल मृत्यु को प्राप्त होते हैं।' पंडितजी आगे कहे जा रहे थे और उसका दिमाग घूमने लगा और वह गिरकर बेहोश हो गयी।

उसकी दादी की तीन ननद थीं। सबसे बड़ी ननद के पति का देहावसान तभी हो गया था जब उनकी एकमात्र पुत्री ग्यारह साल की थी। बहुत पुरानी बात है। वह तो किस्से कहानियों की तरह दादी के मुँह से उनके विषय में सुनती थी। दादी का नाम शान्ति था और ननद का श्यामला। श्यामला की बेटा थी कमला। अब जैसा कि पहले जमाने में होता आया था एक विधवा और उसकी छोटी-सी पुत्री को कौन ससुराल वाले रखने की जहमत करते? करते भी क्यों? जब उनका बेटा ही न रहा तो बहू और पोती से क्या वास्ता? लिहाजा साजो-सामान सहित बहू मायके भेज दी गई।

आज से पचास साल पहले विधवाओं की जिंदगी काफी कष्टदायक थी। हम दोनों भाई-बहन छुपकर देखते कि हर महीने नाई आता और उनके बाल उतार कर चला जाता। पहले-पहल तो गौर वर्ण मुखमंडल का केश विहीन होना दहला देता पर शायद वह पतिव्रता साध्वी की तरह इस नियम का अनवरत पालन करती रही। किसी में भी न यह पूछने का

साहस हुआ, न इस दिशा में उनको रोकने का। एक बार उसने डरते-डरते पूछा भी था तो दादी अपने पोपले मुँह से बोली "बेटा जब कमला के बापू नहीं रहे तो फिर यह केश रहे न रहे... .. मेरी तो जिन्दगी ही उनके साथ खत्म हो गयी।" और वह काँप गयी थी। अपने बालों पर हाथ फेरते हुए वह भाग खड़ी हुई। काफी दिनों तक रात में उसे जलती हुई चिता दिखलायी देती। वह घबड़ा कर आँखें बन्द कर लेती और दादी से कस कर चिपक जाती। मृत्यु का भय और उससे भी अधिक अपनों को खोने का भय उसको हिला देता।

गुड़डे-गुड़ियों का खेल खेलकर और स्कर्ट, फ्रॉक पहनने की उम्र पार कर अब वह बड़ी हो गयी थी। रूप और सौन्दर्य ने उसके मुख पर पूरा निखार लिया था। एक पार्टी में देख उसको उसके ससुराल-वालों ने पसन्द कर लिया। लड़का पुलिस महकमे में अच्छे पद पर था। लिहाजा आपत्ति का कोई सवाल न था, पर आपत्ति आ कर टिक गयी जन्मपत्री पर। दोनों के मात्र साढ़े तेरह गुण मिले थे।

'अरे, ये सब बेकार के वहम हैं। जिनकी कुण्डली नहीं मिलती या जो प्रेम विवाह कर लेते हैं क्या वे खुश नहीं रहते हैं या सब के सब मर जाते हैं?' उसका विवाह शान्तनु से हो गया।

कल तीज है। छोटी देवरानी का पहला तीज है। शादी के दस दिन बाद ही पड़ रहा है। पूरे घर में खुशी है पर सिर्फ वह उदास है। उदास माँ भी है-शान्तनु की माँ, उसकी माँ। पर कभी-कभी अपने दिल के अन्दर दुःखों को काफी गहरे कहीं दफन कर देना पड़ता है। दूसरों के लिए भी मुस्कुराना पड़ता है, उनकी खुशी में न चाहते हुए भी शरीक होना पड़ता है।

अभी पूरा घर शादी के माहौल में रंगा था। काफी रिश्तेदार जा चुके थे और थोड़े बहुत आत्मीय या नजदीकी कहना ज्यादा उचित होगा, रह गये थे। देवर विदेश में नौकरी करता था। यहाँ से इंजीनियरिंग करके अमरीका में नौकरी कर रहा था। उसके जाने के बाद इतने बड़े कोठीनुमा घर में फिर सन्नाटा पसर जायेगा। मौत का सन्नाटा, जिसको अभी इस शादी के बाहरी आडम्बर ने बखूबी छिपा लिया था। जिन्दगी भी कितना मसखरापन करती है ! मौत के खेल में गम को यह अपने

अन्दर समेट लेती है। मौत वह खूबसूरत औरत है जो दूर तक दौड़ाकर मनुष्य को मरुस्थल में ले जाती है और वहाँ अपनी कुरूपता का एहसास कराकर वापस ला पटक देती है और मूर्ख मनुष्य पर अट्टहास करती है। 'धत् मूर्ख.... तू यह भी कभी समझ नहीं पाया कि मेरी खूबसूरती छलावा थी।' और वह उसको निगल जाने के लिए विद्रूपता अपना लेती है और यह मनुष्य उसमें समा जाता है। एक अदृश्य खेल और उससे भी अधिक अनोखी लीला में विलीन हो जाता है।

देवरानी कल पहली बार सुहाग का व्रत रखेगी। पर उसकी तैयारी जोर-शोर से आज से ही हो रही थी। बड़े घर की बहू थी कि कोई छोटी-मोटी बात! उसके माता-पिता भी सासाराम से आ गये थे। बेटी के लिए नई साड़ी, कपड़े, वस्त्र एवं ढेरों सामान थे। माँ ने भी उसको नया जोड़ा बक्से में से निकाल कर दिया था। उसके ससुर सेठ हीरा दास बक्सर के कांग्रेसी कार्यकर्ता थे। कुछ साल पहले तक सक्रिय राजनीति में उनकी भागीदारी थी। दो बार विधान सभा की कुर्सी तक जा चुके थे। लिहाजा, इलाके में काफी दबदबा था। शाम को पुरानी नाऊन आकर आलता महावर लगा गई थी।

'मम्मी, पैरों को लाल रंगने वाली बाई आई है। सबके पैर रंगे जा रहे हैं। चलो न ! यहाँ क्यों बैठी हो ?'

एकदम से उसका दुःख परम क्रोध में बदल गया। बेटी को उसने तड़ाक से एक थपड़ मारा और चीखी

'जाओ, जाकर तुम भी अपना पैर रंगवाओ..... घर में सब के सब मस्ती कर रहे हैं। किसी को मेरी परवाह नहीं है। जब उनमें से किसी का कुछ जायेगा तब पता चलेगा कि खोना किसको कहते हैं।' और जोर से उठा कर पास में रखी पाउडर का डिब्बा ड्रेसिंग टेबल के शीशे पर मारा। वह टूट कर चकनाचूर हो गया। बिल्कुल उसकी अपनी जिन्दगी की तरह। सब तरफ शीशा चूर-चूर होकर बिखर गया था।

बेटी अप्रत्याशित रूप से घटित इस घटना को अपलक देख रही थी। अपनी माँ का यह रूप उसके लिए बिल्कुल नया था।

इसके बाद माँ बदहवास उसके पापा का नाम लेकर रोने लगी। 'शान्तनु.....शान्तनु'

उनकी चीख सुन नीचे से सबलोग भाग कर ऊपर आ गये। माँ ने नयी बहू और देवर को नीचे भेज दिया।

'हाँ, वह तो मनहूस है। उसके सामने पड़ने से तो उसकी जिन्दगी कहीं उसके जैसी न हो जाय।' और मन में सोये यह शब्द कब वाणी से बाहर आ गये, उसको पता नहीं चला।

'जाओ तुम सब जाओ। मुझ मनहूस बदनसीब को अकेला छोड़ दो।' वह पागलों की तरह व्यवहार करने लगी। उसको खुद नहीं समझ आ रहा था कि वह क्यों ऐसी हो गयी है? सामने खड़ी समिया का चेहरा देख-देख कर वह अपने ऊपर नियंत्रण रखना चाह रही थी, पर ऐसा हो नहीं पा रहा था।

थोड़ी देर माँ उसको सँभालती रही पर वह असंतुलित रही। होश तब आया जब डाक्टर ने आकर उसको सुई लगाई। थोड़ी देर बीतते-बीतते वह शान्त हो गई। बाहर से तो वह शान्त हो गई थी पर अन्दर दुःख का सागर हिचकोले ले रहा था। रात भर दोनों बेटियों को चिपटा कर वह सिसक-सिसक कर रोती रही।

उसने व्रत में क्या त्रुटि की थी जो उसका शान्तनु उसको छोड़कर चला गया?

शान्तनु और वह जिन्दगी में काफी खुश थे। अच्छा पोस्ट, अच्छा परिवार और किसी को जिन्दगी में क्या चाहिए? शान्तनु उसको चाहता भी बहुत था। कहा जाय तो उसके रूप-सौन्दर्य पर जैसे फिदा था। जाने किसकी नजर उसकी प्यारी-सी गृहस्थी को लग गयी। शान्तनु की पोस्टिंग गया जिले में हुई। गया का कोंच उग्रवाद प्रभावित था। शान्तनु की कार्य-प्रणाली से सब ही संतुष्ट थे। कर्तव्यनिष्ठ, चुस्त-दुरुस्त पुलिस अधिकारी।

होली के एक दिन पहले खबर आयी कि कोंच के गाँवों में कुछ आपसी तनाव व्याप्त हो गया है। उसके काफी रोकने के बाद भी वह यह कहकर निकल गया कि 'बस मैं यूँ गया और यूँ आया।' पर उसका मन अनहोनी की आशंका में धड़क उठा। वह गया तो यूँ ही था, पर वैसे आ न सका।

गाड़ी के साथ-साथ उग्रवादियों द्वारा बिछायी हुई बारूदी सुरंग पर उसकी गाड़ी के जाते ही शान्तनु के भी चीथड़े-चीथड़े उड़ गये। वह विश्वास ही न कर पायी। फिर बेहोश होने के पहले सिर्फ इतना कह पायी कि 'तुम सब गलत बोल रहे हो। यह शान्तनु हो ही नहीं सकते। वह तो जीवित हैं। वह बोल कर गये थे कि अभी आ रहे हैं..... वह आ ही रहे होंगे।'

काफी समय तक वह गेट पर खड़े होकर उसके आने का इंतजार करती रही थी पर वह नहीं आये।

शुभांगी की दादी की ननद, यानी श्यामला का जीवन मायके में गुजर रहा था। कमला का विवाह भी बाप-भाई ने ही किया था। अच्छे में तो ससुराल वाले काम भी आ जाते हैं पर होड़-हटके मायके वाले ही निपटाते हैं। फिर जिस औरत का पति ही न रहा हो उसका ससुराल में कोई स्थान ही नहीं। पर मायके में भी कोई मजे से नहीं गुजर रही थी। शान्ति से अक्सर कलह हो जाती थी। एक तो विधवा का जीवन।

ऊपर से या तो दिन भर वह बड़बड़ाती रहती, या हर काम में मीन-मेख निकालती रहती। सुबह चार बजे उठकर मंदिर में खिटर-पिटर करती रहती। कभी अगर शुभांगी की नींद खुल जाती तो देखती-वह अपनी लड़कू गोपाल से बातें कर रही है। कमरे में आवाज सुनकर उसको अभी भी डर लगता पर जीवन में कोई सहारा तो इंसान खोजता है। जीवन जीने के लिए कोई न कोई अवलम्ब चाहिए। उन्होंने शायद ईश्वर में खोज लिया था।

पर इस जिन्दगी में उनकी खोज परिवार में बराबर चलती थी। परिवार में जिस किसी के यहाँ बच्चा होता तो गद्दी-पोथड़ा पोंछने-धोने के लिए उनको बुला लिया जाता। अब शुभांगी की बुआ के तीनों बेटों को उन्हीं ने पाल-पोस कर बड़ा किया। कहीं भी बीमारी हो तो श्यामला की, दादी की तलब होती।

वह डेढ़ हड़डी की काया थोड़ा-सा सामान अटैची में डाल भेज दी जाती जहाँ भी उनकी जरूरत होती। उन्होंने कभी प्रतिकार न किया। करती भी किससे? निरर्थक जीवन को छोटा-ही सही, पर शायद अर्थ देने की कोशिश करती थी। उनकी ससुराल में भी जब सास बीमार पड़ी तो देवर लेने के लिए आ गया।

‘भाभी, चलो, माँ ने बुलाया है..... बीमारी है। आखिरी वक्त में आपका सान्निध्य चाहती है।’ साथ क्या चाहती थीं यह वह अच्छी तरह जानती थी। एक अर्थपूर्ण निगाह उसने अपने भाई पर डाली। वह कुछ न बोला। वैसे भी ससुराल के बीच में बोल कर वहाँ बुरा नहीं बनना चाहता था या फिर कुछ दिन के लिए अपनी जिम्मेदारी के बोझ से निवृत्त होना चाहता हो। जो भी हो, श्यामला सास की सेवा में लग गयी। सुबह-शाम रामायण बाँच कर सुनाती थी और दिन भर मल-मूत्र साफ करती थी। सास भी मरते-मरते ढेरों आशीष दे गई।

‘बेटा, जो कष्ट हमने ढाये वह तो तेरी किस्मत का दोष था। क्या हम या तुम ऐसा चाहते थे? जैसी उसकी इच्छा। जब वही तुमसे रुष्ट रहा तो हरि इच्छा। पर तूने बड़ी सेवा की है। जा, तुझे अगले जन्म में खूब सुख मिले।’

और श्यामला उनके देहान्त पर खूब फूट-फूट कर रोई थी। ससुराल से जो एक नाता था, आज उसकी एक डोर भी टूट गयी और फिर देवरों और जेटों से भरे घर में उन्होंने दुबारा कदम न रखा।

बेटी कमला के घर भी काफी कम जाती थी। वही अक्सर आ जाती। बेटी के घर खाना वह वर्जित मानती थी। नाती होने के बाद भी संस्कारों ने बाँध दिया था।

शांति के बेटे की जब शादी हुई तो उन्होंने अपने जेवर तुड़वाकर उसकी बहू के लिए बनवाया था।

‘बहू...रानी बहू ने तुम्हें जो लम्बा वाला हार पहनाया है वह मेरे सोने का बना है। तुम किसी से कहना नहीं, पर यह मेरी तुमको भेंट है।’ उनके स्वर में गहन पीड़ा थी। वह अपनी ही चीज को शौक से किसी को दे भी न पायी थी। सारे अरमान उनके अन्दर दब गये थे।

अब वह बूढ़ी हो चली थी। एक दिन बस वह खाट पर से उठी ही थी कि जोर से चिल्ला कर बैठ गई।

..... काफी देर तक जब वह खाट पर से नहीं उठी तब लोगों का ध्यान उधर गया। कूल्हे की हड़डी का फ़ैक्चर था। उनकी बेटी आ कर उनको ले गयी थी। इसी बीमारी में उनका अन्त भी आ गया। क्रिया-कर्म के समय नाती साफ मुकर गया। तब श्यामला के भाई ने ही आगे आकर उनका क्रिया-कर्म किया।

‘माँ नहीं थी, बड़ी बहन थी। क्या हुआ अगर मैं उनका बेटा नहीं हुआ पर वह थी तो माँ-दाखिल। जब पूरी जिन्दगी सेवा की तो अन्त समय में क्या पीछे हटना?’ और उन्होंने उनकी बेसहारा-सी जिन्दगी को किनारे लगा दिया। उनका जेवर भी बाँध कर बेटी को दे दिया।

शान्तनु के मरने पर शुभांगी के माता-पिता आये थे। एक कोने में दुःख और अपमान को पीते हुए बैठे थे। बेटी का चेहरा देख-देख कर कलेजा जी को आ रहा था। छोटी-छोटी बेटियों को देख दिल दहल जाता। ‘अरे पूरी जिन्दगी पड़ी है कैसे होगा?’ कम से कम अपनी जिम्मेदारियाँ तो पूरी कर

जाते ।

ईश्वर कैसे इतना अन्यायी हो सकता है? कम से कम छोटे बच्चों का तो ख्याल करता !'

मिथ्या वचन, कोरी संवेदनाएँ। पर शुभांगी को रह-रहकर ख्याल आता – वह कैसे बच्चे पालेगी। इनका भविष्य बिल्कुल अनिश्चित-सा हो गया था।

शान्तनु की मृत्यु के बाद शुभांगी की माँ उसको कुछ दिनों के लिए अपने मायके ले गई थी। 'सबका मन थोड़ा बदल जायेगा और इन सबसे ध्यान हट जायेगा' पर शुभांगी रह न पायी। रह-रहकर अपना घर याद आता था। वहाँ से जुड़ी हर चीज में उसको शान्तनु का स्पर्श लगता था। यादें थी और उन यादों में स्पन्दन था।

शान्तनु उसका कितना ख्याल रखता था ! जब भी घर में रहता तो हँसता रहता। हमेशा साथ खाता। उसकी आँखों का इशारा ही खाने की मेज पर बुलाने के लिए काफी था। उसकी पूरी आलमारी ही शान्तनु के पसंदीदा कपड़े से भरी थी। उसकी जिन्दगी की धुरी था शान्तनु और वह उसको ही खा गई।

बीच-बीच में उसकी माँ ने यदा-कदा उसकी दुबारा शादी की बात चलाई भी पर शुभांगी के ससुर ने साफ शब्दों में कह दिया. 'समधन जी...हमारे घर में ऐसा कोई रीति-रिवाज नहीं है। अगर उसने अपना पति खोया है तो हमने भी अपना बेटा खोया है। रात-रात भर जाग कर मैं भी उसकी याद में तड़पता हूँ। मैं बाप-दादाओं की कमायी हुई इज्जत यूँ ही नहीं गवाँ दूँगा। दुबारा ऐसा सोचिएगा भी नहीं.....।'

वह भी शादी करके शान्तनु की स्मृतियों के साथ चल नहीं करना चाहती थीं। पर जाते-जाते माँ एक काली बिन्दी लगा गई। 'बेटा ! मेरे सामने तुम्हारा माथा खाली रहे और माँग सूनी, यह मैं देख नहीं सकती।'

आज तीज थी। सब महिलायें उत्साह से व्रत की तैयारी कर रही थीं। पर अखबार में धू-धूकर कुछ जल रहा था। सारे अखबार रूपकँवर की सती होने की घटना से भरे पड़े थे। पति की चिता पर एक और सती।'

शुभांगी सिर्फ चिता की जलती हुई लपटों को देख रही थी। रूपकँवर के चर्चे सबकी जुबान पर थे। हों भी क्यों नहीं? एक और महिला मार डाली गयी।

अच्छा है, जिंदगी भर घुट-घुट कर मरने से तो एक बार मर जाना बेहतर है। शुभांगी उठी.....शीशे के सामने जा कर खड़ी हो गयी। रूपकँवर का सुहागिनों वाला चेहरा उसकी आँखों के सामने घूम गया। वह भी तो तिल-तिल कर मर ही रही है।

एक निगाह उसने ऊपर से नीचे तक अपने ऊपर डाली। सफेद लिवास और उससे भी स्याह सफेद बेरौनक चेहरा। जोर से हँसना भी उसके लिए गुनाह था। वह मनहूस थी। उसका यही चेहरा सुबह देखना अपशगुनी था। उसके अन्दर भी कुछ जलने लगा तथा वह अपने प्रति उपजी घृणा जलाने लगी।

वह कायर थी..... बेहद कायर। अपने बच्चों के कारण वह मर भी नहीं सकती थी। पर अब वह मरेगी नहीं.....जियेगी।

शान्तनु की यादों के सहारे जियेगी। शान्तनु भी यही चाहता है। उसने अपनी आलमारी खोली। पिछले साल तीज पर शान्तनु ने हल्के गुलाबी रंग की साड़ी दी थी। उसको पहनकर और हल्का मेकअप कर वह फिर शीशे के सामने आ कर खड़ी हो गयी। नीचे से उसकी दोनो बेटियाँ दौड़ती हुई आ गईं।

'माँ.....कहाँ हो माँ.....।'

उनकी माँ बाहें फैलाये नवजीवन का स्वागत करने के लिए तैयार खड़ी थी। दोनों उन बाहों के संसार में आ कर दुबक गयी।

शुभांगी की आँखों में आँसू थे पर पीछे शान्तनु खड़ा मुस्कुरा रहा था। अब उसकी आत्मा शान्ति से रह सकेगी। उसने आकर हौले से शुभांगी के कंधों को सहलाया।

अब शुभांगी को कोई तीज करने की आवश्यकता नहीं थी। न रात भर रतजगा करके अजगरी योनि से बचने का कोई स्वांग रचना पड़ेगा। उसका शान्तनु तो उसके पास था और एक नया संसार स्वागत में आँखें बिछाये खड़ा था।

'तो चलें।' शान्तनु बोला और उसने मौन स्वीकृति दे दी।

[श्रीमती ममता मेहरोत्रा साहित्यकर्म से जुड़ी हैं और श्री ब्रजेश मेहरोत्रा (1989), सचिव, भवन निर्माण विभाग की पत्नी हैं।]

Inexperience rushed in where experience could have feared to tread

- Satish Singh Thakur

It is a common belief that experience and maturity help to take right decisions. But from my early experience in service, I can confidently say that sometimes inexperience and immaturity prove to be a blessing in disguise and help an official to take quick decision without thinking about the risks and consequences, the beauty being that such decisions have turned out to be the right ones too.

I was posted as Block Development Officer, Kundahit in Santal Parganas (Dumka) District bordering West Bengal in the year 1978-79. Extremists from West Bengal had started their activities in the bordering villages of our Block. Most of the bordering villages of our Block had been affected by Naxal activities.

One such village "Khajuri" resisted Naxalite bid to infiltrate and indoctrinate the villagers. They put up a stiff resistance and did not allow them to enter the village. Their resistance made the extremist leadership very angry. As a result three youth of the said village were kidnapped and taken to a Naxalite hide-out.

The villagers approached the local P.S. to rescue the abducted youth. But the Officer-in-charge of the P.S. expressed his helplessness due to non-availability of adequate force. They approached the SDO and SDPO, Jamtara for immediate help to trace out the abducted youth. But no help came from the Sub divisional headquarter. Finally aggrieved villagers met Dy. Commissioner and S.P. at Dumka. They were assured of immediate action to trace out the abducted 3 youths.

Sri D. Chhotray, then Dy. Commissioner, Dumka directed me to rescue the 3 youth with whatever

available resources at P.S. level. I discussed the matter with the local P.S. incharge. Sri K.K. Jha, Sub Inspector of Police was an old man on the verge of retirement but with vigour and enthusiasm of a young police officer. Both of us decided to act fast with whatever force was available with us.

We had neither adequate force nor a vehicle to move. The block jeep was 25 years old and out of order. So we took 6-1 armed force available with the P.S. on a mini truck which had just off-loaded cement.

We reached village Khajuri and tried to find out the where-about of the three abducted youth. The villagers could not give us any definite clue. Suddenly we noticed three cyclists coming from the opposite direction. They informed us that about 10 km away near Bengal border, about twenty five thousand people, suspected to be extremists, were holding a meeting.

We decided to take a chance to reach that location with faint hope of getting some clue about the three abducted youth.

When we were about 1 km away from that meeting ground, we heard the noises and slogans of the huge gathering. Suddenly, I thought that if we go there with a skeleton armed force of 6-1, the mob may be violent at the very sight of armed police and they may attack us. We could not face a mob of twenty five thousand with half a section of armed force. The police force could be over-powered and the arms snatched. So I decided to leave the armed force and the vehicle one km behind and proceed to the meeting place alone. But the Officer-in-charge did not let me go alone. He said that if I had courage to face the mob

unarmed, he had a revolver with him and he would die only after killing at least six people! So he would accompany me, come what may.

And thus, we left the armed force and vehicle one km behind and walked to the venue where more than 25 thousand people were holding a meeting. The entire mob stood up and started raising slogans "Lal Salam". Initially I was upset but immediately I regained my confidence and marched confidently towards the mob with Office-in-charge and a few local choukidars following me.

We were immediately surrounded by the mob from all sides. Suddenly, I saw a Muslim widow who was known to me. After the death of her husband her near relatives had thrown her out of the house alongwith her children and grabbed her house and landed property. In that moment of crisis, I had ensured that she got back her house and landed property.

Finding her in the midst of the mob, I felt very comfortable. I tried to convince the mob that they should discuss their problems with Government officials and they should not take law into their hands. But they were not willing to listen to me. They even threatened to kill us if we do not go back. But thanks to that Muslim widow who persuaded the leadership to listen to us. She narrated the way I had helped her when her husband died. She asked the mob not to harm us. This had a sobering effect.

Finally the mob listened to me. I tried to tell them that Government was committed to the welfare of the people and they should discuss their problems with Senior Government officials. I could, I assured, arrange a meeting with the Dy. Commissioner, if they agreed. I further asked them that if they had abducted three youth from village Khajuri, they should immediately release them, since administration was always there to

help them. But they said 'it is true that we have abducted 3 youth because they were obstructing our entry into the village. They would not be set free'.

Again the very same widow, the same noble soul, came to our rescue. She asked the leaders to trust me because I had helped her in the hour of crisis when no body was coming to her rescue. The abducted youth must be set free and handed over immediately, she kept on urging. This had such a dramatic effect on the leadership that immediately, the three abducted youth were carried from a nearby house. Their hands were tied with rope. Their entire clothes were soaked in blood as they had been mercilessly beaten. They had given up all hope of life. To find themselves in our presence appeared like a second life – such was the sharp expression in their eyes.

I directed the village choukidars to take these youth to the waiting vehicle parked one km away and they were carried away. When it appeared that they might have reached there, I thanked that widow and other leaders and walked back with a promise to meet them at the earliest.

We started our journey back as the three abducted persons were profusely bleeding and needed immediate medical help. I reached the Block headquarter where SDO and SDPO, Jamtara had been waiting with a large contingent of CRPF. I first arranged medical help to the grievously injured three youth. The news of the rescue of three persons spread like wild fire. Thousand of people gathered near the P.S. in no time.

SDO and other officials discussed the prevailing situation. I frankly told them that a mob of twenty five thousand extremists might have gathered with a definite programme of attacking village Khajuri, which was faced with an imminent threat of violent attack.

Fortunately, senior officials saw my points and agreed to deploy one platoon of CRPF immediately at village Khajuri. The CRPF took position in the midnight and we came back to the Block headquarter. At around 4 in the morning, I was woken up with a message that extremists were advancing towards village Khajuri. I reached the village within 15 minutes. The village was already surrounded by the extremists from 3 directions. The only direction was left where CRPF was camping. But CRPF had made proper strategy in the night itself to tackle the mob from all directions. The extremists were not aware about the midnight deployment of CRPF. The moment they attacked the village with bows and arrows, bombs and fire-arms, they were repulsed by the CRPF from three directions. They could not face the CRPF for long and retreated within an hour of seize of the village with heavy casualty. Three extremists were killed and several others injured. But casualty might have been on higher side as some injured or dead persons were carried away by the retreating mob.

So, village Khajuri was saved. The village was saved from revenge, rape and destruction of property etc. We were told that the extremists had planned to destroy the entire village, kill the villagers, rape the girls and loot entire property.

Finally, I can say with full confidence that had I put on 10-15 years of service, I would not have taken the risk of entering into the fortress of extremists. I would not have dared to face the mob leaving the armed force at such a great distance. In all probability, I could not have saved the three abducted youth and, may be, even Khajuri village. So my inexperience helped me to take such risks. But luck also did play a crucial part at a decisive moment. The presence of a single sincere, truthful, well-meaning person, a widow (not a leader) and her bold,

repeated intervention acted like a magic wand. And what had I done for her? I had set in motion the process of law and ensured thereafter, that justice was really delivered not only on paper but with its manifestation in real-life, recovery of material possessions, bringing in its turn, peace, security and dignity of life.

Later on, newspapers and print media made noises that several innocent people had been killed in CRPF firing. The Government decided to send one of its senior Ministers to probe this matter. When the Minister reached the affected village he was surrounded by several thousand people of the bordering villages. They categorically told the Minister that allegation of high-handedness was totally baseless. Indeed they had their own versions: 'But for the BDO's bravery and subsequent intelligent deployment of CRPF the village might not have been saved and three youth rescued.'

Finally, at my request Government transferred me and I bade farewell with tearful eyes.

So, my inexperience and immaturity in the service helped me to take extra-ordinary risks and three young boys got a new lease of life and the village was saved from destruction.

At a distance of more than three decades and with seasoning by life and time, I think that this simple episode could also be read as a tale of pluck and luck, of course, pluck leading and luck descending, as it were, from, nowhere !

[Sri Satish Singh Thakur (1988), is presently holding charge of OSD to the Chief Secretary, Bihar]

Centre - State Fund Transfers in India - Some Issues

- Rahul Singh

Introduction

One feature of the centre-state transfer of funds in India is the multiplicity of channels deployed to effect them. In the following, a brief look of the various transfer modes is taken and their features noted. Then, an attempt is made to bring out the various issues, arising out of the inter-play of the different modes of transfers. Finally, certain areas for further analysis are identified.

Centre-State Transfers – The Three Modes

The federal structure in India is characterized by large scale transfer of funds from the centre to the states and the resultant heavy dependence of the states upon the centre. This is so because of a heavy bias towards the centre in allocation of powers to levy and collect revenues. This arrangement may be seen to arise from the consideration that marginal return on tax effort by a central agency would be higher as compared to a state agency due to more effective coordination and information. On the other hand, state governments would be in a better position to be able to take better expenditure decisions, especially in the social sector, as compared to a central agency, due to their better ability and need to respond to local requirements. Thus, there is a mismatch between revenue streams and expenditure requirements at both the levels leading to a heavy dependence of the states on the centre for funds. The constitutional arrangement for transfer of funds from the centre to the states is through the Finance Commission, which is set up every five years (Art. 280 of the Constitution).

The Finance Commission is mandated to determine the shares of the centre and the

different states. This it does through suggesting a formula based on parameters which it may determine. It may additionally suggest grants to troubled states. Different taxes have different sharing formulae as determined by the Finance Commission. This is the first mode of centre-state transfers. This accounts for slightly more than half of the transfers.

Then, there are several subjects, especially in the social sector, which are in the con-current list of centre-state jurisdictions. This has led to the second mode of transfer of funds from the centre to the states, through the centrally-sponsored and central sector schemes which are either partially or fully funded by the centre, the responsibility of execution and provision of residual funding for which rests with the states. The caveat here is that the state must accept the implementation mechanism mandated for the scheme. This mode accounts for approximately 20% of the transfers.

There is a final mode for effecting transfers, i.e. through the Planning Commission. The Planning Commission is a body, set up through a cabinet resolution, which provides loans and grants to states for implementing their plans in the development sector. Although the function appears prima-facie coincidental with that of the Finance Commission, it is sought to be done under the Article 282 which reads:

'The Union or a State may make any grants for any public purpose, notwithstanding that the purpose is not one with respect to which Parliament or the Legislature of the State, as the case may be, may make laws.'

This mode accounts for the residual part of the transfers. Presently, the transfers follow what is known as the revised Gadgil formula of 1991. The states prepare annual plans. These plans are based on plan grants and loans, estimated state resources, additional revenue mobilization and other capital receipts. The plans are approved by the Planning Commission based on its projection and understanding of the sectoral requirements of the economy as a whole and the state in particular.

The need for centralized planning is sought to be justified, firstly in view of externalities flowing across state boundaries and the need for centralized coordination in order to harness the same and, secondly, the perceived lack of capacities of states to effect the task of coordination. Also, since the information needs of the Planning Commission are perceived to be of a higher level than that of the Finance Commission, resources at its disposal, too, follow the same perception.

It should further be noted that transfers through the Planning Commission essentially depend on the state resources, which define the plan size. A further point to be appreciated is that the plan funds are conditional transfers unlike transfers through the Finance Commission.

Trends

Over the last 3 decades, discretionary transfers, exemplified by the aforesaid second mode, have the highest relative rise. Simultaneously, the amount of transfer through grants has decreased relatively.

Issues

As seen earlier, the role of discretionary transfers through the route of centrally sponsored and central schemes has been increasing. This

militates against the well-founded principle of expenditure decisions being ideally seated as close to the local situation as possible, which principle has also led to the formulation of the 3-tier local self government mechanism. As per the Indian Constitution, it is the Finance Commission that is mandated to determine the sharing of taxes from the sharable part of the taxes and devolution of grant out of the non-sharable part of the revenue of the Central Government. This mandate is being impacted upon in two ways:

The first is the decreasing role of devolution of grants due to the centre's increasing expenditure. A major part of the increased expenditure at the centre is due to increased outlays on centrally sponsored and central schemes. Neither the outlays of these schemes nor the actual devolutions of the funds therein match the inter-state parities recommended by the Finance Commission; thus leading to obvious distortions. This may lead to the negation of the recommendations of the Finance Commission. They also impact the predictability of fund flows as the fund-flows in such schemes has been generally seen to be driven more by political considerations.

The second is the devolution of funds through the Planning Commission itself, the existence of which, according to certain strongly held points of view, hangs from the rather slender thread of Art. 282 of the Constitution. The central funds to be devolved through the Planning Commission are decided on the basis of the revised *Gadgil formula* determined in 1991. The determinants are different from those employed by the Finance Commission and there is an element of discretion in, at least, one determinant. This may again lead to the Planning Commission working at cross purposes with the Finance Commission.

As regards the Planning Commission itself, the

logic of its involvement in transfers is the requirement of a central agency coordinating amongst the states in view of the cross state border externalities flowing from their developmental projects. This assumes a lack of capacity of the states to perform the functions of coordination which might not be the case. This assumption might be challenged if achieving coordination through negotiation and cooperation between the states and the central ministries is possible. In addition, issues have been raised that the conditionalities attached to the devolution through the Planning Commission, reflect the interests of the political party in power at the centre and, as such, tend to be more politically driven.

Apart from the above, problems have been pointed out in the way taxes are decreed, sharable or else, by the Finance Commission. For example, personal income tax is sharable while the surcharge on it is not. The formulae recommended have also come under criticism for their complexity, which might go to reducing predictability.

Conclusions

Centre-state transfers of funds in India are effected by three separate routes, only one of which is unconditional and formula based, viz. the Finance Commission. Unconditional transfers are also seen as being the most in

harmony with the principle of expenditure that expenditure decisions should be taken by the level of government closest to the locale. It would be useful to assess the extent to which the other modes of transfer negatively impact upon the recommendations made by the Finance Commission. It might also be instructive to examine the outlays and transfers made under centrally sponsored and central schemes with a view to determining the extent to which they are determined by political considerations and also the extent to which they deviate from the inter-statal parities recommended by the Finance Commission.

The capacities of the states to undertake the activities conducted by the Planning Commission on their behalf, may also be studied with a view to determining whether there is any justification in continuing with the practice of transfers of a part of their entitlements of the central revenues being contingent upon the approval of a centralized agency, far removed from the local scene. Finally, there appears to be a need to make the recommendations of the Finance Commission more uniform in terms of treatment of various taxes and simpler in terms of the complexity of the recommended formulae.

[Sri Rahul Singh (1996), is presently posted as District Magistrate & Collector, Bhagalpur.]

Tete-e-Tete

Compromise: The art of dividing a cake in such a way that everybody believes he got the biggest piece.

Conference Room: A place where everybody talks, nobody listens and everybody disagrees later on.

Classic: A book which people praise, but do not read.

Committee: Individuals who can do nothing individually and sit to decide that nothing can be done.

Seva Itihas

Documentation of Service Histories of Employees in Patna District

- Dr. B. Rajender

- Sanjay Kumar

- Rajnish Kumar Singh

INTRODUCTION

"Our asset is our people!" Human resource management (HRM) is the strategic and coherent approach to the management of an organization's most valued asset-"the people" who contribute individually and collectively to achieve the objectives of any organization.

Most of all the Government programmes that are conceptualized and formulated at Central and State levels are ultimately implemented and delivered at the District level. District Magistrate, as head of the District deals with multifarious functions like law and order, protocol, relief & rescue operations, development, revenue, welfare, education, health, engineering, agriculture, labour, excise, transport etc. All these functions are performed by team of officers, engineers, doctors, section officers, assistants and peons. Everyone plays a crucial role in the system. Can one guess how many departments/offices the District Magistrate has to coordinate? Can one also guess how many employees are there in a District like Patna? It is mind boggling: one hundred twenty departments/offices and about thirty thousand employees.

Unless there is a systematic database of employees, it is very difficult to exercise control over such a mammoth organization. Generally in a District, one does not know the exact number of offices, officers and employees. To know who is posted where, one has to depend upon the concerned assistant who keeps the information. The District Magistrate encounters varied problems like cases related to retiral benefits of the employees, fake appointments, dearth of personnel for deployment in election, relief &

rescue operations, law & order duties, inspections, enquiries etc. In the absence of a reliable human resource database, there can be no realistic planning to accomplish any task.

In view of the above, a systematic, detailed, reliable, scientific, computerized database was prepared in Patna District with the following objectives:

1. To have an idea about exact number of offices/departments and the number of employees in each department of the District.
2. To comply the mandatory obligation to prepare the directory of officers/employees of an organization under section 4 (1) of Right to Information Act, 2005.
3. To have a transparent policy in transfers and postings of employees.
4. To have a better manpower planning like recruitment, promotion, training, monitor retiral benefits and use the full potential of employees.
5. To use the data for deployment of personnel in election, relief work, law & order, development activities.

STEPS

Formation of cell

'Seva Itihas' cell was constituted at the District level and a senior Executive Magistrate was made in-charge and an Additional District Magistrate (ADM) was entrusted the work to supervise the activities. The cell was provided with four Assistants, two computers with operators and the required materials like stationery etc.

Designing of Proforma

A proforma containing details of an employee including space for photograph was designed on 26 points in consultation with the DDOs and employees.

Identification/Enumeration of DDOs/Offices

Offices from where data to be collected were identified and details of the address and telephone no. of the office & the contact persons were procured. The list of DDOs from the district treasury helped a lot in locating various offices within the district.

Sensitization of DDOs

All the Drawing and Disbursing officers (DDOs)/heads of different departments were sensitized on the necessity and advantages of having such a database. Regular weekly meetings were held to ensure timely preparation of Database.

Circulation of Proforma & Software

The proforma was circulated among DDOs with an instruction to print/ Xerox the proforma as per the number of employees in the office and circulate it among all the employees. For example, if one hundred employees are there in an office, it is the duty of the controlling officer to get 100 proformae printed/Xeroxed and to circulate it among all 100 employees. Copies of CDs containing the software were circulated among all the DDOs. Detailed written instructions were issued on how to enter the data using the software.

Collection of Proforma & Data entry by DDOs

DDOs were instructed to get the proforma filled up by each employee correctly. The DDO ensured the veracity of the information entered in the proforma as per the service book. The DDO certified the correctness of the data and about the information furnished by the employee and also ensured that no employee is left out. The filled up

proforma was signed by the employee and certified by the controlling officer. The collected data of employees in the prescribed proforma was entered through Software and CD was prepared.

Integration of Database & Generation of Unique Code for Employees at District Headquarters

After entering the data, CDs and manuscripts were collected from DDOs at the District Headquarters. At the District Level, three digit Office code and eight digit employee codes were assigned. In this eight digits code, first three digits were office code. Thus a unique code for each employee was generated. The employee codes and office codes were unique and by typing the code one can get the details of particular employee or office.

Circulation of Draft Service Roll

After coding, the offices and employees, print-out was taken office-wise and circulated among all the DDOs for corrections. Proforma also contained a photograph which was scanned and was put along with the data of the concerned employee so that impersonation could be checked. Thorough checking of data was done to ensure the reliability.

Publication of Final Service Roll

After correction, DDOs submitted the final draft in the District Headquarter. At the District Headquarter, after final correction, it was circulated among all the DDOs and was published on the website of Patna District (<http://patna.bih.nic.in>). It was also ensured that all the DDOs printed the copies of final service roll and circulated it among all the employees in the concerned office.

ADVANTAGES

Information available at the Click of Mouse

One can know all the details of the employees of one's office/ department at the click of the mouse

like their qualifications, previous postings, age, promotions, disciplinary actions etc.

Timely Payment of Retiral Benefits

On the basis of this database, retiral benefits to the retiring employees could be monitored and its timely payment could be ensured.

Reduction in Number of Court Cases

Number of litigations in the High Court regarding service matters came down substantially. Cases in Lokayukt office and under RTI were almost reduced to nil.

Optimal use of Personnel

The database was used for deploying personnel in elections, law and order and relief operations effectively. For e.g. Probationary Officers of Jail Department and Drug Inspectors, Food inspectors of Health Department, Labour Department Officers and Weight & Measures Inspectors, who were hitherto unnoticed, were effectively used in law and order and in other relief related works.

Useful in transfer/posting of employees

The database was used for transfers & postings effectively as it contained reliable information about educational qualifications & details of previous postings of the employees.

Detection of fake appointments

Many cases of fake appointments were detected through this database and numbers of employees were terminated from the service as this move led to the scrutiny of service records by the office heads.

PROBLEMS

Initial Reluctance

There was initial reluctance/resistance from the DDOs in doing this exercise.

E-illiteracy

Many DDOs were not computer friendly and the

use of software for the data entry was a difficult part in execution of the exercise of having electronic/ online service roll.

Geographical Location of Offices

Location of offices within the district was a constraint in monitoring.

Large Number of DDOs

Large Number of DDOs in the district was a problem for compilation/ integration/ circulation of data.

Resources/Finance

Lack of Resources was one of the constraints in publication of draft roll/ final roll of service details.

Time factor

It was a time consuming exercise. Procurement of data in the predesigned format/soft copy from more than 1500 DDOs of the district, its compilation, integration, merger, publication of draft roll for objection, correction and final publication required sufficient time and patience.

Font

Use of various fonts in the data entry also caused problem in the integration/merger of database at the district headquarters.

C R I T I C A L F A C T O R S F O R S U S T A I N A B I L I T Y

Regular Updation

The integrated database, once created at the district level should be updated regularly regarding posting, transfer, death, promotion, suspension and other informations of the employees, otherwise it will lose its utility.

Formation of Cell

A separate HR cell should be formed at the District Headquarters to monitor the insertion and deletion of the new and old employees

respectively in the database and for coordination of different offices. Any order of transfer, posting, disciplinary action etc. should be invariably marked by all the offices of the district to this cell, apart from the treasury, for the updation of the data.

Constant Monitoring

Human resource management should be one of the priority agenda of the district administration and regular meetings of DDOs should be called to emphasize the importance of the online database and its regular updation.

For any head of organisation, a systematic, detailed, and computerised database of available human resources is a pre-requisite for better manpower planning. The exercise of creating computerized database of human resources with

detailed information about their qualifications, previous postings, age, promotions, disciplinary actions etc. was done with a view to utilise the services of available manpower in the district for varied jobs of district administration.

[Dr. B. Rajender (1995), is posted as Director, Agriculture, Bihar whereas Sri Sanjay Kumar and Sri Rajnish Kumar Singh are Bihar Administrative Service Officers.]

You have no right to cross the threshold of this life even if a blade of grass is in distress.
- Gautam Buddha

To believe what has not occurred in history will not occur at all, is to argue disbelief in the dignity of man.
- Mahatama Gandhi

Self pity is our worst enemy and if we yield to it, we can never do any thing wise in this world.
- Helen Keller

A lie can travel halfway around the world while truth is putting on its shoes.
- Mark Twain

A sense of curiosity is Natures original school of education.
- Emily Blanton

It is funny about life : if you refuse to accept any thing but the very best you will very often get it.
- William Somerset Maugham

As soon as any man says of the affairs of the state, "What does it matter to me"? the state may be given up as lost.
- Jean Jacques Rousseau

From a Synergetic Effort to a Synergetic Ambience

Indira Awas Clusters in Khagaria

- Arvind Kumar Chaudhary

Background

I joined as District Magistrate, Khagaria in May, 2002. Very soon I learnt that many rivers flow through Khagaria- Burhi Gandak, Bagmati, Koshi, Ganga and their small tributaries. In the same year towards the end of July, the embankment of Bagmati was breached in Samastipur district. The terrain is such that once the embankment is breached in the upstream at Samastipur, the water that is released has to pass through four blocks of Samastipur, four blocks of Begusarai and four blocks of Khagaria including Khagaria town before it is able to flow into Koshi river after devastating NH-107. This is because the water cannot recede back to the river, even if its level goes down since embankments act as barriers. The fury of the floods of 2002 was next only to the floods of 1987.

Analysis

Khagaria has a large population of scheduled caste people, particularly, Mushahars. They were the ones who were most affected during floods. With their houses submerged, they had to take shelter on embankments and railway lines.

My predecessor at Khagaria had started the construction of Indira Awas in clusters. The beneficiaries were mostly mushahars. After the floods in 2002, a programme for disaster management was also started with support from UNDP. We tried to focus on the synergy of the two programmes.

Action taken

We started Indira Awas in clusters in a big way. The beneficiaries were mostly mushahars but

people of other castes living in the same tola and of the same status were also covered. First, the B.D.O., the J.E. and panchayat sevak would go to the people and discuss with them suitable plan for the construction of the colony. They found this exercise as one of confidence-building, both for themselves and the beneficiaries. The team of officers at times had to spend days and nights with the people. Using the principles of chakbandi, the entire colony was so planned that within the same space, people's houses would be built and a lot of land would also become available for common services such as community halls and raised platforms. The plinths of the Indira Awas were raised above HFL (highest flood level). For this funds of SGRY of the Panchayat were used, 22.5% of which was mandated to be spent on SC/ST. The panchayat bodies very willingly supported this programme. Funds of Panchayat Samiti were used for making Community Halls and raised platforms in the land rendered vacant. The Indira Awas were so built that two houses had one common wall. This saving was used for slightly raising the size of the houses. Also, a larger roof became available for use of the colony members.

Impact

The mushahars were assured of no displacement during floods. The Indira Awas clusters became the place of shelter for all people in the locality. The Mukhia, Panchayat Sevak and the Panchayat members used to proudly show us the Indira Awas colonies narrating how they helped in its development. The mushahars got a sense of empowerment and confidence that they could construct their houses and that also functionally perfect.

Each new cluster was built better and faster. In one such cluster in Madhura Mushahari in Uttar Marar Panchayat that is located in between Bagmati and Koshi (floods are annual phenomenon), in 2003 floods, people of higher castes took shelter in the Indira Awas Colony of mushahars. This is nothing less than a mini social revolution, generating a silent undercurrent of community-feeling. In another cluster which is located next to Bagmati embankment, people built a small room over the roof of Indira Awas for keeping watch on the embankment. They also put a bell there for raising alarm in case of emergency. Initiatives for education were also taken under Adult Literacy programme in these clusters.

Thus one small step led to another step, a little larger and a little more constructive. One could venture to approach this exercise as a small-scale case study of a real-life synergetic effort bringing in synergetic ambience.

Lessons for me

Convergence of schemes can bring about wonderful results. With proper planning, objectives of many a programme can be met simultaneously with additional benefit to people without any additional cost. Everyone wants to do something worthwhile; he or she just needs opportunity and a little guidance, may be some support, too. The only long term remedy for the problem of floods in such areas is removal of embankments (my personal opinion).

[Sri Arvind Kumar Chaudhary (1995), is presently posted as Project Director, Bihar Rural Livelihoods Project.]

[Wishes of an Elderly Man at garden party in June, 1914]

*I wish I loved the Human Race;
I wish I loved its silly face;
I wish I loved the way it walks;
I wish I loved the way it talks;
And when I'm introduced to one;
I wish I thought WHAT JOLLY FUN !*

Sir Walter Raleigh
(1861 - 1922)

Epitaph

*The angler rose, he took his rod,
He kneeled and made his prayers to God.
The living God sat overhead :
The angler tripped, the eels were fed.*

- R. L. Stevenson (1850 - 1894)

A Stay, Unplanned

- Dr. C. Ashokvardhan

Against some real rock
as if,
rains
splattered and split
into bare driplets-
losing original names.

Acting a guide unto yourself,
as the last traces
of caravans gone already,
vanish.

Do wait
for suburban green
to shed some of its glaze
to fall in line
with grey-
the eventual hue.

Barefoot this round
to a feel closer still,
the turf
revels in shoots haywire unpruned,
scissors cast aside.

Some blank spaces
even though
as portraits are pushed
into frames –
some telling rebuff, back – stage.

In a retreat
from busy streets
a stay, unplanned,
at an old forgotten tavern.

एक नयी शुरुआत

– डॉ. सी. अशोकवर्धन

मैंने तो सोचा था
कि सब कुछ खत्म हो गया,
पर्दे गिरा लिए
दरवाजे बंद कर लिए ।

कहीं शून्य से आते
वे टूट-फूटे संकेत –
मुझपर दायित्व डालते –
रिक्तियों के मध्य कड़ियाँ जोड़ने का ।

वाह-वाही का थमता दौर –
एक-एक कर
अभिनेता
नेपथ्य में जाते ।

कड़ियाँ बिखरने पर भी
बातचीत का एक दौर –
इतना निजी
कि दबी जुबान भी नहीं हिली ।

कहाँ है मुक्ति का मार्ग,
यहाँ तो बाड़ें हैं,
प्रलय की सरहदों तक ।

एक नयी शुरुआत शायद –
खुद को ढँकने के लिए
थोड़ी और रात की मनुहार करना
तुमने छोड़ जो दिया है ।

तुम्हें सिर्फ एक दहलीज
लाँघनी है
और भोर में
क्षितिज की खुलती आँखों में
सीधे देखना है ।

हर तरफ सौन्दर्य होगा
जब सारी गर्दिश
इतिहास के कपाटों के पीछे
डाल दी जाएगी ।

[Dr. C. Ashokvardhan (1980), is posted as Principal Secretary, Revenue and Land Reforms Department, Government of Bihar.]

WAVES & RIPPLES

(Current Postings Only)

Smt. Deepika Padda, 74

Advisor, Planning Board, Bihar

Sri Navin Kumar, 75

Principal Advisor,
Planning Commission, Government of India.

Sri K. C. Saha, 75

Development Commissioner, Bihar

Sri Ashok Kumar Sinha, 76

Agriculture Production Commissioner, Bihar

Sri B. K. Verma, 76

Gets fixed scale (80.000/-) as Principal
Secretary, Social Welfare Department.

Sri Afzal Amanullah, 79

Principal Secretary,
Cabinet Secretariat Department, Bihar

Sri Vijoy Prakash, 81

Principal Secretary,
Planning & Development Department,
Bihar

Sri Amitabh Verma, 82

Principal Secretary,
Animal Husbandry & Fisheries Department,
*Additional Charge: Principal Secretary,
Cooperative Department
Director General, BIPARD*

Sri Rajesh Gupta, 82

Additional Member, Board of Revenue,
*Additional Charge: Additional Departmental
Enquiry Commissioner*

Sri Sishir Sinha, 82

Managing Director,
Bihar State Finance Corporation,
*Additional Charge: Additional Departmental
Enquiry Commissioner*

Sri Girish Shankar, 82

Principal Secretary,
Urban Development & Housing Department,
Bihar.

Sri Rameshwar Singh, 83

Principal Secretary, Industries Department, Bihar
*Additional Charge: Principal Secretary,
Sugarcane Industries Department, Bihar.
Additional Departmental Enquiry Commissioner*

Sri Deepak Kumar, 84

Principal Secretary,
Personnel & Administrative Reforms Department
(General Administration Department from
01.04.10)

Sri Rabindra Panwar, 85

Secretary Resource, Finance Department
*Additional Charge: Additional Departmental
Enquiry Commissioner*

Sri A. Santosh Mathew, 85

Principal Secretary,
Rural Development Department, Bihar

Sri Arun Kumar Singh, 85

Principal Secretary,
Information Technology Department, Bihar

Sri Liyan Kunga, 85

Special Secretary,
Co-operative Department, Bihar

Sri Amir Subhani, 87

Secretary, Home Department, Bihar
*Additional Charge: Secretary Minority Welfare
Department; Secretary, Registration, Excise and
Prohibition Department*

Sri R. K. Khandelwal, 89

Secretary, Agriculture Department, Bihar
*Additional Charge: Additional Departmental Enquiry
Commissioner*

Sri Sanjay Kumar, 90
Executive Director,
Bihar State Health Society

Sir C. K. Anil, 91
Secretary, Public Grievance, Cabinet Secretariat
Department
*Additional Charge: Additional Mission Director,
Bihar Administrative Reforms Mission.*

Sri Ravi Manubhai Parmar, 92
Executive Director, Bihar Aids Control Society
Additional Charge: Secretary, Health Department

Sri Mihir Kumar Singh, 93
Secretary, Expenditure,
Finance Department, Bihar

Sri Rajiv Lochan, 93
Additional Departmental Enquiry
Commissioner, Bihar
*Additional Charge: Special Secretary, Personnel &
Administrative Reforms Department, Bihar
(General Administrative Department from 01.04.10)*

Sri Uday Singh Kumawat, 93
State Transport Commissioner
*Additional Charge: I. G. Registration
Administrator, BSRTC*

Sri Pran Mohan Thakur, 94
Commissioner, Bhagalpur.

Sri Lalan Singh, 94
Commissioner, Munger.

Sri B. Rajender, 95
Director, Agriculture, Bihar
*Additional Charge: Special Officer,
Hostel and Scholarship SC & ST Department
Project Director, Bihar Mahadalit Vikas Mission
Special Officer, Widow & Disability Pension, Social
Welfare Department*

Smt. N. Vijayalaxmi, 95
Director, ICDS, Social Welfare Department, Bihar
*Additional Charge: Managing Director,
Bihar State Women's Development Corporation*

Sri Dilip Kumar, 95 (Punjab)
Relieved for his Parent Cadre

Sri Ramesh Lal, 95
District Magistrate & Collector,
West Champaran

Sri Baidyanath Prasad, 95
Additional Secretary,
Food & Consumer Protection Department

Sri Anjani Kumar Verma, 95
Secretary, Board of Revenue, Bihar
*Additional Charge: Special Secretary, Revenue &
Land Reforms Department*

Sri K. Senthil Kumar, 96
Director, Census Operation, Bihar

Sri Vipin Kumar, 96
Director, Mid-day-Meal,
Human Resource Development Department
*Additional Charge: Special Officer, Chief Minister
Girls Cycle, Girls Dress & Boys Dress Scheme, Human
Resource Development Department*

Sri Rahul Singh, 96
District Magistrate & Collector, Bhagalpur

Sri Anand Kishore, 96
District Magistrate & Collector, Muzaffarpur

Sri Jaimangal Singh, 96
Special Secretary, BC & EBC Welfare Department
Additional Charge: Sugarcane Commissioner

Sri Prem Kumar Jha, 96
Director, Food Processing, Food Processing
Industries Directorate, Industry Department, Bihar

Sri Yogendra Bhakta, 96
Special Secretary,
Road Construction Department, Bihar

Sri Hridya Narayan Jha, 96
Special Secretary,
Building Construction Department, Bihar

Sri Vimlanand Jha, 96

District Magistrate & Collector, Sitamarhi

Sri Santosh Kumar Mall, 97

District Magistrate & Collector, Dharbhanga

Sri Sanjeev Hans, 97

Additional Secretary, Health Department.

Additional Charge: Special Officer, Ration Card and Coupon, Food and Consumer Protection Department, Bihar

Sri Vinay Kumar, 99

Managing Director, Beverages Corporation, Bihar

Additional Charge: Managing Director, BELTRON, Director, Tourism

Sri Devraj Dev, 99 (Tamilnadu),

Additional Secretary, Home Department,

Additional Charge: I. G. Prisons

Sri N. Sarvana Kumar, 2000

District Magistrate & Collector, Purnia

Sri Sridhar Chiruvolu, 01

Chief Executive Officer-cum- Commissioner,
Patna Municipal Corporation,

*Additional Charge: Managing Director,
Bihar State Water Board, Patna*

Sri Rajesh Kumar, 01

Joint Secretary,

Agriculture Department

Ms. Bandana Preyashi, 03

Director, Urban Development Department,

Additional Charge: Managing Director,

Bihar State Housing Board

*Managing Director, Bihar Urban Infrastructure
Development Corporation Limited*

Excise Commissioner, Bihar

Sri Manish Kumar, 05

District Magistrate & Collector,

Lakhisarai

Kids Corner

The Snow Princess

- Ansula Vagisha

Once upon a time, there lived a king named Midas. He was the ruler of the entire continent of Antartica. He was a kind ruler and loved all his people. But, he had no child. He and his wife, Susan, prayed everyday and finally, they were blessed with a beautiful daughter. Everyone in the country rejoiced. They named the princess Aayumi. As she grew up, she made some friends. Her friends came everyday to play with her in the palace. One day, one of her friends requested her to play outside. She was a little afraid, but as her friends requested, she agreed. She went out and enjoyed herself. She gradually started to like nature and enjoyed playing outdoors. Slowly, winter approached and the climate became colder. One day, when Aayumi was about to go out, her mother stopped her and said, "Aayumi, you must not go out. You see, its becoming colder day by day. You'll fall ill." Aayumi was sad but she had to stay indoors. The next day, a severe storm struck Antartica. It went on and on without stopping. On the fourth day of the storm, the king called a meeting. He asked, "What shall we do to stop this dreadful storm?" The princess gave a suggestion. She said, "We must go out and show the God that we are not afraid of him or any of the storms he sends to us." The next day, the people wore their scarves, blazers, sweaters and jackets and came out to face the storm. At last the king, queen and the princess came out. As soon as the princess stepped outside, the storm stopped. The king laughed and said, "I think the Snow God sent this storm because Aayumi was not going out these days." Everyone started laughing. From that day, they started calling Aayumi the Snow Princess as she loved playing in the snow and the Snow God loved her too.

[Ansula Vagisha, Class - 6, is daughter of Sri Arvind Kumar Chaudhary, 1995, Project Director, Bihar Rural Livelihoods Project.]

आतंकी शेर

– आशुतोष मेहरोत्रा

एक समय की बात है – एक जंगल में एक शेर रहता था जो भारतवर्ष के चंदनवन नामक जंगल पर राज करता था। उस वन के सभी जानवर उससे डरते और घृणा करते थे, क्योंकि वह बहुत क्रोधी था और सभी निर्दोष जानवरों की हत्या कर देता था। बहुत समय बाद एक हाथी और गैंडा की बारी आई।

हाथी अपनी मृत्यु के भय से डर गया, इसलिए वह बुभिमिन गैंडे के पास गया और उससे मृत्यु से बचने का उपाय पूछने लगा। तब गैंडे ने उसे सलाह दी कि कलाकार चंदू बंदर, उन दोनों का प्रतिरूप शेर की गुफा के सामने वाली शिलाओं पर बना देगा।

बंदर ने उन दोनों के प्रतिरूप उन शिलाओं पर बना दिये और अपने कार्य के बदले फलों की मांग की।

हाथी और गैंडा फल की तलाश में वन में चले गए। उन्होंने शेर की गुफा में पहुँचने में देर कर दी।

‘आह मैं कितना भूखा हूँ’ शेर ने सोचा और बाहर पत्थर की ओर देखने लगा, उसे लगा कि लाल चट्टानें जानवर हैं। वह उनपर झपट पड़ा और उसके दाँत टूट गए। उसे गंभीर चोट भी आ गई। चट्टान से लड़ने के कारण उसे खून बहने लगा और अंत में वह मर गया।

शिक्षा –

- मुश्किल के समय हमेशा हल सोचना चाहिए।
- कभी भी क्रोध नहीं करना चाहिए।
- हमेशा दूसरों की सहायता करनी चाहिए।

[आशुतोष मेहरोत्रा, कक्षा – 7 श्री ब्रजेश मेहरोत्रा, 1989, सचिव, भवन निर्माण विभाग के पुत्र हैं।]

WALLS

-Rahul Khandelwal

Walls are strange structures, cemented
Concealing the truth within
Offering space for the demented,
Withered by time therein.

Walls bear unknown forces –
Some happy, some distraught, Some perky,
Others wrought
With each home depicting its own yields,
Aren't they awfully sarcastic?

Some say, walls offer 'houses'.
Owing to peoples' priceless protection.
Others say, walls offer 'homes'.
Intimating peoples' timeless relation.
Yet, people will howl and call –
Walls that protect, walls that prevent,
Are “walls” after all.

The truth may be whatever,
But it can't be concealed forever.

Walls are stagnant symbols of indifference,
Unperturbed in all circumstances,
Be it happiness's paucity,
So quiet, so uncomplaining, withstanding
all instances.

Walls are strange structures, cemented
Concealing the truth within,
Pleading 'one to know what's therein,
Won't you understand a thing?

[Rahul Khandelwal, Class – 10, is son of Sri R. K. Khandelwal (1989) Secretary, Agriculture Department.]

Current Affairs : Quiz

1. Who has recently launched a political party named *Nagarik shakti*?
2. Google : Orkut :: AOL : ?
3. Albert Einstein said this about whom ? "Future generations may not believe that such a person in flesh and blood lived and moved on this earth".
4. This economics graduate from Madras Christian College was the first Railway Minister of Independent India. His nephew, Verghese Kurien is considered as the father of Indian White Revolution. Identify this "Padma Vibhushan" awardee.
5. Which was the first bank to start ATM service in India?
6. Which company's logo depicts a dog named Nipper, lending his ears to a gramophone?
7. A vehicle registration plate has a code that uniquely identifies the vehicles within the issuing region's database. E is the international car registration plate for which country?
8. How long did the 100 years war last ?
9. One of the most effective and efficient forms of marketing is abbreviated to the initials WOM. What is it?
10. What is the name of Ingham and Lufts' model and theory which deals with hidden and open areas of knowledge about a person?
11. The Commonwealth games are going to be held in Delhi this time. How many countries are part of the Commonwealth?
12. The phrase-'mind your p's and q's' originally meant 'to watch how much you had to drink'. But what did the letters 'p' and 'q' stand for?
13. Before becoming an established writer 'A' worked as a car mechanic in a garage. He has written a book called "Raavi paar" He has developed a new style of writing poems, called "Triveni" which comprises stanzas comprising of three lines rhyming with each other. His daughter is a film director. One of the famous actresses B, of Indian cinema left for A, bits and pieces of Urdu poetry which she had written under the pseudo name "Naaz". Name 'A' and 'B'.
14. He was born on March 21, 1916 in Bihar. Born as the second son of his parents, he was christened as Qamaruddin initially before his grandfather uttered after looking at the new born. His ancestors were court musicians in a princely state of Bihar. *Who is he?*

[Contributed by Ms. Palka Sahni (2004),
Presently posted as D. M. & Collector,
Jehanabad]

Answers elsewhere in the magazine

रिश्ता
विश्वास का

सुधा



सुधा दूध की बूंद-बूंद
स्वास्थ्य से परिपूर्ण है

- 2 करोड़ से अधिक संतुष्ट उपभोक्ता • 10 लाख से अधिक दुग्ध उत्पादक व उनका परिवार
- 1 लाख से अधिक व्यापार सहायक • 10 हजार से अधिक विक्रेता

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