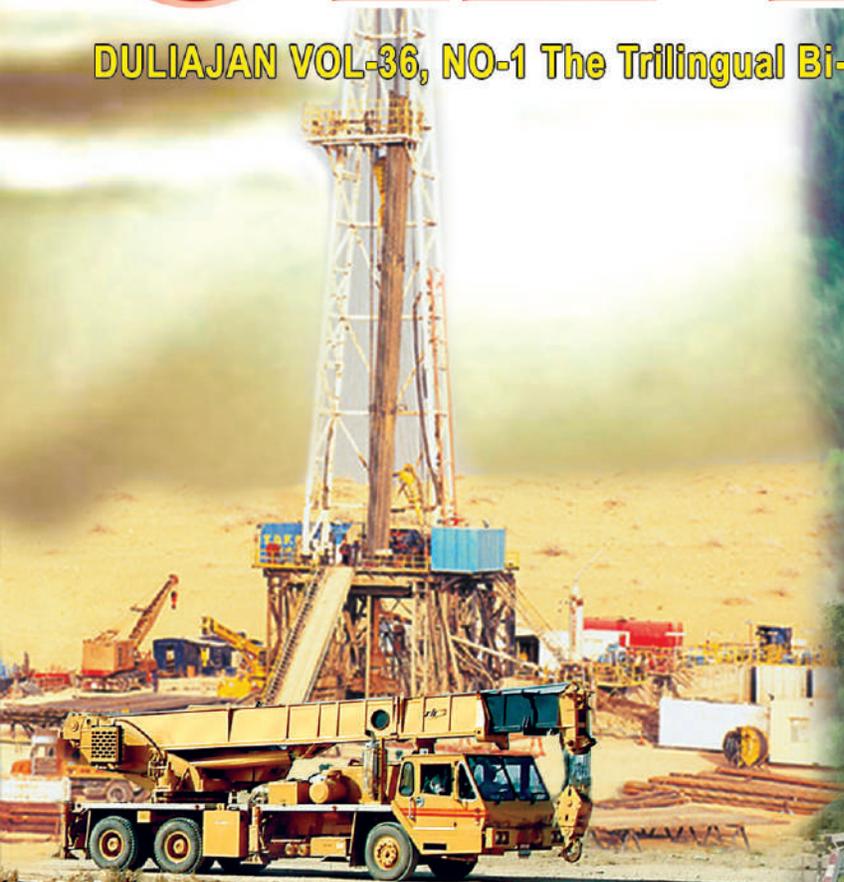
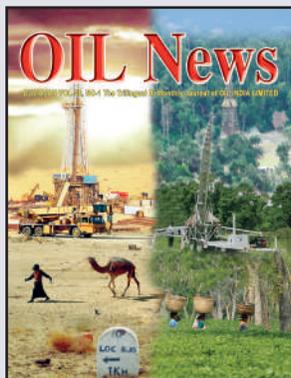


# OIL News

DULIAJAN VOL-36, NO-1 The Trilingual Bi-Monthly Journal of OIL INDIA LIMITED

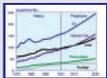




**COVER:**

OIL's operational activities in the Western (Rajasthan) and Eastern (Assam) frontiers of India.

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- Editor, OIL News

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**"The Spirit of Social Equality At Duliajan A Welcome Sign"**

**Shri Desai**

At the 82nd board meeting of Oil India Ltd., held in New Delhi, on 20th March 1968, the retiring chairman of the company, Shri Khandubhai K. Desai made the following remarks on the working of the company.

"The cooperation and understanding of all employees of the company from the newest unskilled recruit to the General Manager had done much to ensure the success of Oil India. But for this, such a large capital intensive industry could not have worked so smoothly. Recounting the achievements of Oil India, the chairman said that in 1967 it had reached the target rate of 3 million tonnes production, and the discipline and spirit of cooperation in the organisation were very high. He attributed this, to a great extent, to the management of the company. The spirit of social equality prevailing at Duliajan was a welcome sign and he wished that it would continue in the years to come. He was very happy to state that Oil India had worked throughout the last six years without a day's stoppage. This was due to a contented staff and labour force."

**ABOUT OURSELVES**

A House Journal, O.I.L. NEWS is published by the management of Oil India Limited to keep its employees informed of the affairs of the company.

Oil India Limited, a joint partnership of the Government of India and The Burmah Oil Company, is engaged in the development of indigenous sources of crude oil. The Oil India community consists of over 3,000 employees, who work and live not only at Duliajan and Moran but are spread over all important

places in Assam. It is also an inter-state community as its members live all along the pipeline route which takes crude oil from the oilfields to the refineries at Gauhati, Assam, and Barauni in Bihar. It has representatives in Delhi and Calcutta.

O.I.L. NEWS belongs to this big community and will publish news about the members, their work, surroundings and hobbies besides news of the oil industry in general.

**EDITORIAL**

*Dear Reader,*

After analyzing several companies that are profitable in competitive industries and have successfully retained and promoted their staffs, O'Reilly and Pfeffer, both professors at Stanford Business School in their latest book on management, 'Hidden Value' says that companies must look within to develop and nurture talented employees in today's heated job market. The authors go on to say that concentrating on "soft issues" like employee values can give a company the competitive edge. O'Reilly and Pfeffer let the stories of eight successful companies to illustrate how internal talent can be maximized.

With attrition becoming a much discussed issue across the PSU Oil Companies, O'Reilly and Pfeffer's thoughts are of immense significance. It is heartening to note that the leadership of our Company acknowledges that corporate strategy, values, culture, policies, procedures, and management practices must all be in alignment for OIL to take advantage of the emotional and intellectual resources of the people that work for them.

The contents of this issue of OIL News abounds with number of such inspiring initiatives undertaken by OIL management and also some noteworthy efforts that have been taken-up by Oilindians on their own (including OIL's extended family like Ladies Club of Duliajan) - all directed at achieving Company's growth, winning the goodwill and faith of the stakeholders and making OIL an even better place to work.

I am sure with such initiatives, OIL would be able to foster the creativity, drive, and ambition of the employees and prove that it is possible to achieve extraordinary results with ordinary people by unlocking the value hidden within the organization and its employees.

Happy Reading !

*Tridiv Hazarika*

## From the Group General Manager (SS)



*Dear Oilindians,*

Buoyed by ever increasing demand for energy and the challenge of discovering newer reservoirs of hydrocarbon, the oil and gas industry world-over is undergoing a process of transformation. In the Indian scenario the most visible impact has been the growing competition amongst both domestic and foreign E&P companies for acquiring promising blocks offered under the New Exploration and Licensing Policy.

Since India is dependent on imports for nearly 70 per cent of its petroleum requirements, energy security has become a prime Government concern. You will appreciate that besides striving for our own growth, as one of the only two national upstream E&P companies, we must be able to augment our production so that we can contribute our share in ensuring energy security for our country.

In this regard, I would like to reiterate that North East and Assam in particular continues to be our main producing area and this area has tremendous potential. However despite being the leaders in Corporate Social Responsibility in this part of the country, implementing significant community development projects, we are facing lot of difficulties in carrying out our operations due to growing incidence of bandhs and blockades. It is a daunting challenge for us and we must be united in our stand and respond to such external pressures with great resolve.

A few hours of shut-down of our operations not only adversely affects our bottom line it also leads to a huge loss to the state exchequer. A drop in crude oil and natural gas production imply that we are not able to meet our commitment to our customers. This in turn creates a chain reaction of loss which adversely affects the common man one way or the other. We must together give a strong message to our stakeholders that it is in the larger interest of the country, state and the community at large that all cooperation must be extended to OIL to carry out their operational activities without any hindrance.

Internally, we have to constantly review our strategies, especially in the area of technology assimilation so that we can be at par with the best in the business. In this connection, after lot of deliberations a cross-functional team (CROFT) was formed which worked on the technology related issues and recommended the formation of a team to work for technology induction and remediation of obsolescence. TMT is addressing the core issues that are enablers or barriers for technology capability. The TMT is also preparing a 'technology policy' for the organization which will provide a guideline for technology related decisions and investments. These technologies will not only reduce costs and increase production but also lead to better availability of information, improved decision making, enhance collaboration across disciplines, etc.

I firmly believe that to be in ahead of competition, we must be able to equip our human resources with the requisite knowledge and technological edge. In this context, the efforts of the TMT and new interventions and initiatives like ERP, E&P data bank, the CPM and MDI courses, the in-house common learning centre and the various BP projects would enable Oilindians to negotiate the new challenges of a dynamic business environment.

I would encourage every Oilindian to apply their minds on the above subject and share their views and ideas, which could be of great value and relevant to our concerted efforts for achieving organizational growth.

*With warm regards,*

**(S N Borah)**  
Group General Manager (SS)

*“ Whatever you do  
will be insignificant,  
but it is very important  
that you do it. ”*

**- Mahatma Gandhi**



## OIL's Research and Development Department

- Where innovation is a way of life!

**T**hey are not many in numbers. They generally prefer to operate in relative solitude. Their visibility is as good as the highway is for a driver negotiating it on a foggy wintry evening. Their job profile in essence demands that they begin their thinking process from the point when everybody else generally stops. They have to constantly stress their minds to challenge conventional wisdom. They have to challenge their own convictions to discover newer and better ways of doing things. Yes, we are referring to the tribe of Oilindians who have to continuously think out of the box from the confines of their sophisticated labs nestled within a round building - arguably one of the most visible landmarks in the Oil Township. Welcome to the world of OIL's very own scientists - the Research and Development arm of the Company.

### A Global Perspective

*The phrase research and development (also R and D or R&D) has a special commercial significance apart from its conventional coupling of scientific research and technological development. For 2006, the world's three largest spenders of R&D are the United States (US\$330 billion), China (US\$136 billion) and Japan (US\$130 billion).*

*In general, R&D activities are conducted by specialized units or centers belonging to companies, universities and state agencies. In the context of commerce, "research and development" normally refers to future-oriented, longer-term activities in science or technology, using similar techniques to scientific research without predetermined outcomes and with broad forecasts of commercial yield.*

*Statistics on organizations devoted to "R&D" may express the state of an industry, the degree of competition or the lure of progress. Some common measures include: budgets, numbers of patents or on rates of peer-reviewed publications.*

In an in-depth interaction with the leader of the R & D Department, **Shri T G Kulkarni** and his team of brilliant professionals, OIL News got an opportunity to probe into the minds of OIL's scientists and perceive things from their perspective, their achievements, their vision and their concerns. The interesting journey of a Department marked by number of glorious milestones including the latest achievement of having been **awarded with ISO/IEC 17025 : 2005 accreditation by NABL, Govt. of India, which incidentally makes OIL's R&D Department the first amongst the Laboratories of E&P companies to get this accreditation. The R&D Department is also recognized by Department of Science & Technology, Govt. of India since Mid 80's.**

**ISO 17025:2005 accreditation is specifically meant for testing and research laboratories and covers both the technical and management aspects of the laboratory. This is unlike ISO 9001:2000, which only covers management aspects and emphasizes more on documentation than on analytical procedures. ISO 17025 accreditation ensures that the test methods are of international standard and are validated through inter laboratory testing. It also ensures that all the instruments are calibrated and in proper working order and are operated only by trained and competent personnel. Getting this accreditation confirms that R & D Department has been carrying out analysis of highest reliability and accuracy using internationally accepted methods.**



### Pertinent Perceptions:

**Shri T. G. Kulkarni** tracking the eventful journey of his department narrates: Earlier Chemical Department used to carry out some research activities to provide solution to specific problems faced by the company and to introduce new/innovative technologies. Amongst a number of achievements, the development of Thermal Crude Oil Conditioning Process, the first of its kind in the world, was unique. Convinced, OIL management felt that a dedicated team of scientists needs to work exclusively on diverse areas for augmenting OIL's growth by solving various operational problems. Since inception in 1985, R&D Department through extensive research work has developed a number of innovative processes related to various activities of Exploration, Drilling, Production and Transportation and have been able to demonstrate these processes in the field. Many of the processes developed and successfully demonstrated in field, have been adopted by OIL and are being used on regular basis. The foundation of the Department was laid by stalwarts like Shri Parimal Dutta and Shri R D Saxena.

Giving an overview of the functioning of the department, Shri Kulkarni informed that presently, the department has three distinct working groups viz. Geochemical & Environment to deal with development of geochemical techniques and environmental pollution control issues, oil field operation group to deal with drilling / workover, production and transportation of oil & gas issues and coal liquefaction project group for studies on conversion of coal to liquid fuel. The department has collaborations with number of reputed educational and research institutes like IIT-Guwahati, RRL-Jorhat, TERI-New Delhi, IRS-ONGCL-Ahmedabad, & HTCL-USA etc. to develop new processes / technology for implementation in OIL.

He pointed out that R&D team has to play a crucial role in enabling OIL to achieve the ambitious target of 10 MTPA crude oil production by 2012. Elaborating on this point he mentioned that that one of the major focus areas in this regard is augmenting production from depleting fields through innovative and state-of-the art EOR and IOR studies - the domain of his Department. He mentioned that it was an R&D effort in introducing proven techniques like polymer flooding which played a vital role in enhancing production from depleting fields. Very recently, R&D has been able to introduce new technologies like MEOR & HEGF to enhance production. Referring to some of the recent achievements, he proudly stated how the R&D scientists resorted to unconventional thinking to solve some specific problems in the field.

**Shri P K Dhodapkar, Dy Chief Research Scientist** narrating his personal experience in OIL and how he sees the future of R&D mentioned: We have had lot of freedom in our work, unlike many of the operating departments. However, some of our successful projects (successful in field trials) were not widely implemented. He laid importance on having multidisciplinary

team for projects on EOR / IOR. He added that creativity and innovation efforts will provide a big impetus to the organizational performance in the near future, and R&D department will play a role in this regard.

**Shri H C Das, Chief Research Scientist** shared his thought on Alternate sources of energy: The need for the development of an alternate source for energy is of paramount importance in view of the worldwide petroleum scenario for our country in particular and for the mankind in general. In this regard, apart from the coal liquefaction project, R&D efforts are being made in two areas i.e. Biodiesel and Gas Hydrate. While Biodiesel has already seen commercial light elsewhere in the world, exploration for Gas Hydrate is still in R&D stage. Government of India has taken up lots of initiatives for production of Biodiesel in India. R&D Department has also initiated studies for the feasibility of energy plantation (Jatropha tree) for Biodiesel in the North-east India in collaboration with other institutions having expertise in this area.

Gas hydrate that contains Methane and other lighter hydrocarbon gases in a cage like structure of water molecules under certain low temp and high pressure regime, is tipped to be next source for energy worldwide. The gas hydrate is present in certain permafrost and offshore areas. The abundance of gas hydrate is stated to be almost twice the total amount of fossil fuels. In view of the promise that Gas hydrate holds, Ministry of Petroleum and Natural Gas constituted the National Gas Hydrate Program (NGHP) wherein OIL is also an constituent organization along with ONGCL, GAIL, EIL etc. to work with advanced countries like USA, Canada, Japan etc. NGHP carried out NGHP expedition-1 for resource evaluation in the Indian Ocean in 2006 wherein OIL geoscientists took part. OIL's objective in this programme is to develop expertise in the field of Gas hydrate so that OIL can join in the future programme of Gas hydrate exploitation.

**Shri Neeraj Mathur, Dy Chief Research Scientist** sharing his thoughts on Geochemical analysis of oils and rocks narrates: The Geochemical section has developed an analytical technique for identification of reservoir fluids viz. oil, gas or water and to correctly predict the type of oil i.e. high pour point oil, normal oil, light oil or gas condensate, present in a well, through geochemical analysis of sidewall cores. The application of this technique has led to discovery of several new oil reserves which was not possible otherwise using conventional techniques, resulting in value addition to the Company. The development of this technique has won NPMP Award for Excellence in Creativity and Innovation in the year 2001. As part of the development of this technique, the R&D scientists have designed a modified Soxhlet apparatus for extraction of side wall core. The time taken for complete extraction, using this apparatus, has reduced to 4 hours from around 48 hours with reduced consumption of costly solvent. This technology has been also been transferred to Chemical Department and the apparatus is being used both by R&D and Chemical Departments. Recently, a number of highly sophisticated instruments have been added in the geochemical section to make it a world class geochemical laboratory. Advanced geochemical studies of oils and source rocks carried out using these instruments have already helped in exploration efforts of the company.

**Shri S. Sinha, Dy. Chief Research Scientist** throwing light on the commendable contribution of his Department in making OIL's operations techno-economically better and environmentally acceptable gave an account of how the R&D team modified the crude treatment process for transportation



Editor, OIL News in conversation with Shri T G Kulkarni (4th from left) and his departmental colleagues

of the waxy crude oil produced by OIL during winter season to the refineries through the 1,157 km long main pipeline. Through numerous experimentation, the team discovered how the present crude mixture is acutely temperature sensitive and heating to 50°C - the conventional Flow Improver (FI) treatment temperature was tremendously increasing the viscosity of the crude. Therefore, treating the crude at lower temperature of 40°C with FI chemical at one third of the earlier dosage reduced the viscosity and pour point to desired level. After initial short field trials this process is fully implemented since 2001-2002 and COCP has been abandoned. This new process of FI treatment is significantly cheaper than the thermal conditioning process. During the course of the above study the R&D team also developed a crude viscosity measurement technique that can explain and predict the pipeline flow behavior of any waxy crude oil. This technique can provide essential inputs to design new pipelines for transporting waxy crude and can be used by E&P companies worldwide.

This endeavour of R&D Department has been recognised by National Petroleum Management Programme (NPMP) by awarding a Certificate of Excellence for Creativity and Innovation for the year 2001 - 2002.

**Shri Sinha** also referred to another example of unconventional thinking by R&D scientists to develop a process to reduce oil content in formation water of Jorajan OCS. R&D Department - through its out of the box thinking followed by laboratory studies - suggested to add Deoiler chemical before Demulsifier chemical in the surface treatment process train at Jorajan OCS. (Worldwide Deoilers are added after demulsification process). Implementing this suggestion at the OCS resulted in reduction of oil content in formation water from 2 - 4% (40,000 ppm) to below 1000 ppm range. R&D has suggested implementation of this unconventional process in some other OCSs as well on trial basis. Formation water with lower oil content will reduce pollution and improve injectivity of the disposal wells. R&D Department strives round-the-year to introduce techno-economically better Oil Soluble Demulsifiers, Deoilers and Flow Improver chemicals for use in production and transportation operations.

Continuing on the subject of out of box thinking by R&D scientists, **Shri M. C. Nihalani, Chief Research Scientist** informed how the R&D team solved the bowser loading problem in Balijan EPS. Bowser loading in the EPS was taking unusually long time and high pressure due to high viscosity of the crude oil being loaded. Use of Flow Improver - the conventional way to reduce viscosity - was not at all helpful. R&D scientists after studying the problem, suggested use of Demulsifier to break down the emulsion. The resultant water free oil had much lower viscosity and the problem was resolved. In the same breadth, **Ms. I. Kalita** revealed how the problem of transporting highly viscous crude from well SLM # 36 to Shalmari OCS was resolved through some unconventional thinking. The highly viscous oil from SLM # 36 was not amendable to FI treatment alone and required addition of 20%

solvent in addition to FI to make it flowable. Since use of solvent is constly, calls for additional infrastructure and also hazardous, recourse was taken to mix FI treated light SLM OCS crude with DFL produced crude to make it flowable and was implemented successfully.

Deposition of wax in production tubing of many high wax producing oil wells is a perennial problem for Production (Oil) Department. This deposition narrows down the tubing bore and can completely block it if not removed in time, causing production loss. Presently, this problem is tackled by Production (Oil) Department by regular mechanical scraping method. Though this method is adequate, it is manpower intensive and frequently fishing of scraping tool occurs, recovery of which requires costly workover operation. Ms. I. Kalita informed that to mitigate wax deposition through chemical means, R&D scientists have developed a flow improver squeeze technique for low reservoir pressure wells. This method has been successfully field implemented in two wells and the result of both the wells are very encouraging. In one well (NHK # 305) the well was completely free from any deposition for 47 days and thereafter though deposition started it was soft and the scraping time reduced significantly. Moreover, this wells showed 35% higher production rate in 1½ year's time before decreasing again. In the other well (NHK #315) the crude properties improved significantly after the treatment and scraping time reduced to half and the production rate gradually increased to 25% higher level within a year's time. Recently we have repeated this treatment in both the wells. One well is producing at 10-12 klpd rate which was 6-7 before the treatment without any deposition in the tubing while other well is waiting production testing.

**Dr. G B Gilfellow, Dy Chief Research Scientist** sharing his thought on his area of expertise mentioned: State-of-the-art optical and electron microscopes are used to study the quality of potentially oil-bearing rocks. The properties that are studied include the ability of the rocks to hold and transmit fluids (porosity and permeability), minerals that block the fluid-transmitting voids (pores), minerals that adversely affect drilling operations, minerals that cause problems during well production, etc. Therefore, R&D studies form a basis for solving exploration, drilling, production and enhanced oil recovery operations.

**Shri B.B. Guha, Chief Research Scientist** mentioned with satisfaction about highly successful polymer water shut off job in HJN # 24, wherein additional 6,700 kls of oil was produced with 50% less water production in about 2½ years time after the job. Shri Guha however commented that implementation of polymer water shut off job in OIL's wells is rather low paced. Shri Guha informed that, extensive laboratory studies had to be done to formulate the present formulation which is stable up to 121°C in consultation with the manufacturer of the chemical with in-house formulated cross linker. He further informed that for the first time in OIL, Microbial Enhanced Oil Recovery (MEOR) technology has been implemented in 3 wells to enhance oil production in collaboration with IRS, ONGC and TERI, New Delhi. The result has been encouraging. MEOR is a cheaper IOR process. However, currently bacterial strain effective up to ~90°C only has been developed. The nutrient broth required for the bacteria to multiply consists of 29 different chemicals including vitamins and minerals. We have plans to implement MEOR technology in 5 more wells to establish its techno-economic viability in OIL's fields.

All bacteria are not of course helpful. **Shri J. Kumar, Dy. Chief Research Scientist** informed about the severe problem posed

by Sulphate Reducing Bacteria (SRB) in dirtying OIL's formation water and causing along with oil and other suspended solids decline in injectivity in deep disposal wells in Dikom / Kathaloni area. The SRB produces H<sub>2</sub>S which combines with iron to form Iron sulphide, which makes the water appear black. Eventually, Iron sulphide deposits on the pipe wall / well bore causing problem. Active research is currently under way in collaboration with TERI and RRLJ to control the activity of SRB.

Argumenting Shri Guha's information, **Shri M.C. Nihalani, Chief Research Scientist** mentioned about the implementation of another new technology High Energy Gas Fracturing (HEGF) to increase oil production from damaged oil wells. The technology was implemented in 4 wells. Though it did not live up to the expectation, substantial oil production gain (5,616 kLs till October 2006) was achieved. The technology needs to be tried in some more wells.

**Shri U. C. Bora, Head-CLP** talked about the necessity of carrying out coal conversion studies and provided status of OIL's Coal Liquefaction Project. The country is heavily dependent on imported crude to meet growing energy demands. The present dependence is about 75% and is likely to touch 94% by 2030. This is a major concern for the country. The other concerns are increasing crude oil price and its impact on country's economy, energy security etc. Due to all these the need to find alternate source of fuel is very urgent. North East coal is a potential source for alternate fuel due to its unique properties like low ash, high volatile matter and high sulphur content and amenability to hydrogenation. To exploit this potential, OIL included coal liquefaction studies in its R&D program.

A pilot plant having a capacity to process 25kg / day of coal feed was set up at Duliajan, Assam and commissioned it in 1999 at a total cost of Rs. 15 crore. It is the first pilot plant of its kind in Asia and pride for everybody that such a research facility exists with OIL. The plant has unique features like ebullating bed reactor, nucleonic device for catalyst bed detection, heat tracing system for maintaining temperature, PLC based data acquisition and control system etc. Maintaining both high operating temperature (445°C) and pressure (170 kg / cm<sup>2</sup>) and maintaining other process variables like steady feed rate, space velocity etc. within narrow operating range are very difficult but critical in obtaining desired results.

OIL completed five test runs with Coal-Oil Co-Processing Technology and one test run with coal-only CTSL (Catalytic Two Stage Liquefaction) Technology of Axens NA, USA at OIL's pilot plant facility. Another coal-only run with Headwater's DCL (Direct Coal Liquefaction) Technology has been completed at Lawrenceville, NJ, USA. Pre-feasibility studies based on pilot plant results have been completed on all these three technologies. OIL now plans to set up a commercial coal liquefaction plant with Headwater's DCL technology and has taken up feasibility study. The objective is to produce syn-crude from the commercial plant, blend it with Assam crude and transport the crude blend to the refineries in the North East.

The MoP&NG has given lot of importance to OIL's Coal Liquefaction Project and has given assurance for OI DB funding and help in coal supply assurance for a commercial plant. OIL received grant-in-aid of Rs. 6.93 crore for pre-feasibility study (Phase-I work) and has recently got approval for Rs. 7.10 crore for feasibility study (Phase-II Sub-Step-I program) from OI DB.

Shri Sinha highlighting his Department's laudable efforts informed that in the 2005, R&D had taken up a laboratory study on request from **M/s CAIRN ENERGY India Pty Ltd (CEIL)** to characterise the crude samples from their Aishwarya and

Mangala oilfields in Rajasthan, and to find out amenability of these crudes to the Thermal Conditioning Process to reduce viscosity for pipeline transportation. M/s Cairn Energy was highly satisfied with our report as evident from their email (excerpts reproduced below) received from Mr Mark Leppington, Senior Process Engineer, Rajasthan Development Project, Cairn Energy India (Pty) Ltd.

**Quote** "I should like to add that the format, method of reporting and content was excellent and we are very pleased with the work you have undertaken for CEIL" **Unquote**

**Shri J Buragohain, Senior Research Scientist** gave an account of the significant initiatives undertaken by R&D towards Ambient Air Quality Monitoring and Bioremediation in OIL's operational Areas. As care for the environment is one of OIL's corporate policies, R&D Department is monitoring ambient air quality from time to time in and around OIL's installations with the existing on line Air Pollution Monitoring Van since 1992. The van is equipped with Hydrocarbon Analyzer, Oxides of Nitrogen Analyzer, and Suspended Particulate Matter analyzer for monitoring primary pollutants like Total Hydrocarbon as methane, CO, NO-NOX, SO<sub>2</sub>, Dust Particles etc. Since then ambient air quality is monitored from time to time in almost all OIL's installations and operational areas like GCS, OCS, Power House, Pump Stations etc. in Duliajan as well as in Moran and Jorhat. All the pollutants that have been measured so far are well within permissible limits as laid down by Central Pollution Control Board and OSHA.

R&D with TERI has cleaned the oil and oily sludge contaminated well Dikom #15 disaster site, oil contaminated land at Bowser un-loading site near OCS #3, oily sludge in Central Tank Farm Area, Oil contaminated water pit near Joypur OCS and parts of land near pump station Sekoni PS-4 due to oil spillage and pilferage by miscreants through bioremediation using "OILZAPPER" which contains a microbe developed by TERI.

#### Common Concerns

A lot of interesting thoughts emerged when the discussion meandered into the much talked co-created vision statement of OIL to become the fastest growing energy company vis-à-vis the role and impact of the R&D department in realizing this vision.

**Ms I Kalita, Suptdg Research Scientist**, the lone lady scientist in the Department sharing her thoughts on this subject emphatically pointed out that executives of R&D Department need to be attached for a few years with technical departments like Production and Drilling so that one can have a more rounded understanding of the field level technical challenges. Agreeing to Ms Kalita's views, **Shri B B Guha, Chief Research Scientist** said that such experience and exposure would go a long way in enabling the R&D personnel to work out innovative processes which could be successfully implemented. He however felt that one must have the desire and attitude to be able to understand the field level issues and develop a healthy working relationship with colleagues in other departments.

**Shri M Ravi Shankar, Dy Chief Research Scientist** felt that on many an occasion R&D Department did not get the recognition for its contributions. Citing the example how R&D department's exclusive role in revamping of the COCP plant did not get due recognition, he said that one of the main reason for this could be the fact that the monetary benefit derived by the Company due to the intervention of R&D Department is not projected in the right manner. **Shri T G Kulkarni** added that although it is clearly mentioned that special increments are given if

executives earns commendable awards for the Company, the same didn't happen with the executives of his department even after winning a number of prestigious awards for the company. The veteran scientist also in the same breadth added that real satisfaction comes when one sees that his intervention actually helped in creating new process which has benefited the Company immensely.

Shri Kulkarni mentioned that in the recent past, R&D Department has developed/implemented a number of innovative technical processes with tremendous operational and economical benefits to the company. Significant amongst these are geochemical identification of pay zones in drilling wells, cost effective low dosage flow improver treatment of crude oil for pipeline transportation in place of thermal conditioning, arresting fluid loss in highly depleted reservoirs for quick flow back after workover, fluoboric acid for well stimulation and bioremediation of soil/water polluted by oil. For all these achievements he acknowledged the hard and sincere work carried out by technical and supporting staff of his Department.

#### Wrapping Up

When the discussion turned towards the issues of investment on R&D activities and manpower, it led to a unanimous and prompt reaction: "Right now OIL spends only a meager amount of its turnover on R&D activities (An average of last three years shows it is approximately 0.35%), whereas international E&P Companies spend not less than 5%. Moreover, over the years R&D Department has been shrinking in numbers, there has not been any fresh recruitment since 1991. This trend will lead to non-transfer of the skills, while a person retires/resigns from the job. Therefore, management should try to strengthen the Department by fresh recruitment from time to time." Shri Kulkarni mentioned that since inception, R&D is perhaps one of the few Departments which have witnessed a negative growth in terms of manpower. Moreover, OIL should recruit fresh blood into the Department (only one trainee had joined recently) and try to emulate the approach of big players like ONGC and Shell which have set up reasonably large R&D Departments and laid great emphasis on high end in-house research for augmenting production.

As the lively interaction approached its end the following remark from Shri S. Sinha was indeed very apt: "Our Department provide its scientists with absolute freedom to work on any project relevant to OIL's requirement, with all available infrastructural support. This perhaps cannot be said about many other research organisations in the country, where one's functioning and freedom is often cramped or straight-jacketed."

In its own way, Shri Sinha's remark, which was readily acknowledged by his colleagues, reflected on one hand the able leadership of the superiors in the helm of affairs in the Department and on the other the spirit of mutual trust and confidence amongst each and every member of the Department.

On a parting note, OIL News asked Shri T G Kulkarni, who is retiring in six months time to share his vision as to how he would like to see the Department ten years down the line:

"A vibrant team of professionals, busier than the bees, engaged in myriad projects, innovating new processes and playing a key role in OIL's quest for all-round growth and excellence." The sheer conviction and confidence of the leader of OIL's R&D scientists was infectious and would surely energise everybody who would want to see OIL grow from strength to strength. □□

## SCALING THE HEIGHTS TOGETHER

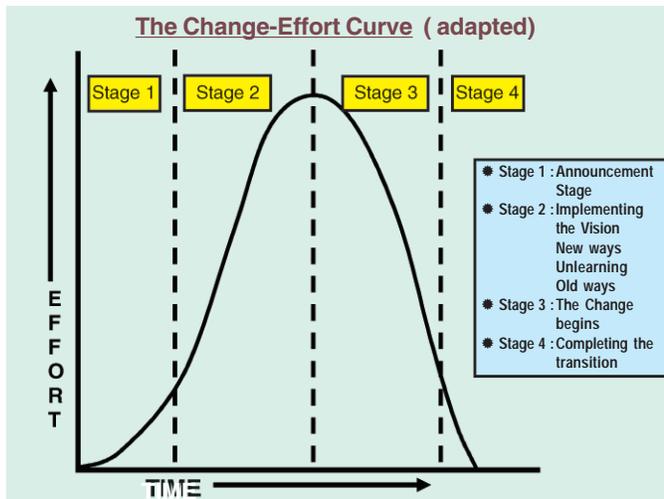
- Ms Deepshikha Deka,  
BP Coach

**I**t is three (3) years since our company undertook 'Breakthrough Performance (BP)' - a strategic change initiative, to evolve into a 'Learning Organisation' for achieving higher performance and growth. Being a 'Learning Organization' meant developing the capabilities to continually adapt and sustain in a competitive and fast changing business world. What really has driven this initiative is the



FOL for Executive Trainees (E.Ts)

collective aspiration or vision of a high performance organization - of being 'the fastest growing energy company with highest profitability.' This in turn calls for a shift from working in functional groups to working in process based teams. How far have we progressed in this process? Have we realized something tangible? These are some of the oft repeated questions that have been doing the rounds for quite some time! We, as change agents, would be tempted to justify, that change does not happen overnight, that it requires time and perseverance to bear fruit! Instead we would like to trace our journey in the Change Effort Curve and project what we and you have together done in this process.



### CREATING OUR ORGANIZATION'S FUTURE

It was indeed a landmark moment when the top management of the company comprising of the CMD, the executive Directors and senior most managers came together in a workshop to co create a vision for the organization which set the process rolling for the BP change initiative. Any change process starts with the Announcement stage during which awareness of the

people is extremely vital. It readies them for the change and thwarts any uncertainty or resistance that is typical of this phase. The years 2004 and 2005 were the period during which we, the BP Coaches, had reached out to hundreds of employees at different levels and spheres of the company, through our orientation programs on 'Vision', concepts of 'Learning Organization,' 'Teams and its linkage with Breakthrough Performance' etc. This period also saw a flurry of activity in which more than 50 executives were engaged in Cross Functional Teams (CROFTs) to map the E&P process and related activities, assess the involvement of different disciplines in the process to suggest multifunctional process based teams for the whole company. On the other hand, about 60 executives, in Vision-CROFTs, did a massive exercise of assessing the current status of the company and preparing a Corporate wide Broad Action Plan for working our way towards the vision. In the heart of hearts each one of us aspires for our company's success and growth! The sense of connecting oneself with a larger purpose of building the company's future was apparent from the tremendous enthusiasm, energy and drive generated by the Vision -CROFT members into the change process. They prepared the Corporate Broad Action Plan, a vital document of various enabling factors which, if implemented, can bridge the gap between the vision and current reality. The CROFTs on the vision statements on 'Safety, Health and Environment' and 'Corporate Social Responsibility(CSR)' worked further to produce tangible results in terms of formulating the Safety Management Manual and CSR policy for the company. Surely these were products of collective wisdom and effort and it was truly amazing to experience what performance challenge can do to human potential!

In terms of statistics, Table 1 below projects the change management programs including the leadership development programs, conducted over the last 3 years by the BP Coaches and the number of employees covered through them

**Table 1:Change Management Programs of BP from June,2004 to June,2007**

Sl. No	Program type	No of programs	Employees covered
1.	FOL	69	Executive - 552 Workperson- 651
			- 1203
2.	BP Workshop	39	639
3.	Leadership self-development	7	105
4.	Ethical Leadership	3	36
5.	Orientation Program/Dialogue	50	1020
	<b>TOTAL</b>	<b>168</b>	<b>3003</b>

These programs followed certain processes and were designed to be interactive so that participants 'learn while doing.' People in turn were open to learning and rendered them fruitful through their wholehearted participation.

### CHANGING THE WAY WE WORK

In 2006 we intensified our efforts to conduct BP Workshops for the process based intact teams. This is a planning exercise during which the team checks it alignment with the organization vision, co creates its own team vision, assesses its current reality vis a vis its vision and identifies high leverage result areas for focused action. Here new norms for team functioning and capacity building are also established which drive the

behaviour of the members and are powerful to ultimately usher in change in the culture of the company. Workshops started with the top teams of all the main processes eg. Oil production, Exploration & Development, Drilling, Engineering, Gas Production etc. percolating down to the intact teams of each process with we, Coaches, as facilitators. Participation of different teams(members) rendered these workshops quite meaningful. They found value in the participative planning process which gave them a new direction to their work

The essence of the change process is in thinking and interacting differently and the team becomes the practice field for behavioural changes like learning together and collaborating for a common purpose, taking mutual accountability for the desired results etc.

At Duliajan, the Field Headquarters, the Fields Top Team(FTT) has been meeting regularly for more than a year and deliberating on all aspects of field operations bringing out actionable points in the process. Down the line, more than fifteen(15) teams are functioning and working on their action plans. At the highest level, the Executive Council(EC) comprising of CMD, the Directors, the Group General Managers, General Managers and certain other critical functionaries as members, has been driving the transformation process forward. EC's role is to provide an enabling environment for working towards the vision. It meets at certain intervals to deliberate on critical issues having organization wide impact, review changes in policies and systems to set in motion reinforcing changes in the organization culture.

After the presentation of the Corporate Broad Action Plan to EC by the Vision CROF Teams in December,2005, some of the recommended long term action points have been taken up for implementation. For example -

- Technology Management Team(TMT) has been formed which is working for induction of new technology in various processes
- Knowledge Management Team has been formed for integrating and disseminating knowledge and establishing a culture of learning to learn together
- Initial spadework is on for setting up a Centre of Excellence for Petroleum Studies
- The Safety Management Manual has been adopted and initiative taken for occupational health survey of field installations
- The policy on CSR has been adopted which shall guide the company's future CSR activities

This marks the 2nd Stage of the transformation process - the '**Implementation of the Vision**' phase when we are making conscious effort to charter a path towards the vision of 'Breakthrough Performance.'

#### **TOGETHER WE ARE MAKING CHANGE HAPPEN - SUCCESS STORY OF MASS-11024 INTACT TEAM**

The Implementation of the vision stage is also critical for the teams, when they start functioning in a collaborative manner with renewed performance challenges that emerge from their vision. New and better practices take over the old ones leading



to new realizations and learnings. That is starting to happen in an Intact team of Drilling which recently presented their performance and initiatives to the EC in its14th Meeting, at Duliajan, on 8th of July 2007.

The team calls itself MASS-11024 which is the acronym of the drilling rigs they look after ie 110MA, S-2 and S-4 Rigs. Team MASS-11024 has Shri Arpan Barbora, Chief Engineer(Drilling) as its Team Leader and the following core members:

#### **RIG: 110MA**

Shri A Hussain (IM)  
Shri S C Bordoloi (Rig Engr.)  
Shri D Bhuyan (Elec.Engr.)  
Shri K C Behera (Chem.)

#### **RIG: S-2**

Shri S Das (IM)  
Shri S N Das (Rig Engr.)  
Shri K Das (Elec.Engr.)  
Shri K C Behera (Chem.)

#### **RIG: S-4**

Shri A J Phukan (IM)  
Shri B Saha (Rig Engr.)  
Shri A Bora (Elec. Engr.)  
Shri S Gohain (Chem.)

**Partial members:** Shri B. Das (Transport) and  
Shri B. Choudhury (Civil)

BP Workshop of the team was held in December,2006 wherein the members articulated their TEAM VISION as below:

- Mass-11024 has achieved the highest drilling meterage in a cost effective way by adopting latest drilling practices with excellent team spirit.
- Mass-11024 is deeply committed to work as a high performing team with utmost care for HSE.
- Mass-11024 is deeply committed to honesty, integrity, personal bonding, mutual trust & respect.
- Mass-11024 is deeply committed to delight our customers with quality services & products.
- Mass-11024 is deeply committed to pollution free environment, thus caring for our stakeholders.

According to the MASS-11024 members, two changes have occurred in their team

- The members no longer feel as individuals from different departments but are connected and bound together by their team vision and common purpose. They feel better aligned and a very powerful force to reckon with, who believes that 'nothing is impossible!'
- There has been frequent interaction & meetings, leading to improved communication and information sharing amongst the members. The members have started visiting well sites together at least twice a week, during which many issues are sorted out then and there, through discussions.

These changes have enhanced collaboration in the team, so much so that, it has been able to take initiatives for introducing several new practices in S-4 rig to start with:

- BENCH MARKING OF RIG MOVEMENT:** During Rig movement from Loc:HRQ-H to Loc:HRR-H (S-4 rig) saved six working days during ILM & Rig up stage and has since been maintaining the standard in rig movements of other locations.



**'T' Card System in Well Site - S - 4**

- ii) ENERGY CONSERVATION/COST SAVING with one power pack for the first 500 mtr drilling at Loc: HTT-H by S-4 thereby saving approx. 2500 ltrs of HSD. Subsequently S - 2 rig has also drilled upto 470mtr at Loc:HSG with one power pack. The team feels that the same system can be implemented in other rigs with saving of around 75,000 ltrs of HSD and cost savings of approx. Rs 24 lakhs (considering 30 drilling wells a year).

Similarly, cost savings of Rs 30,000.00 per well could be achieved with lower lube oil consumption through good power pack engine health maintenance practices and monitoring.

- iii) Implemented minimum mud volume program for the first time at Loc:HRQ-H

as an effort to control pollution and cut down the cost of chemicals / chemical consumption.

- iv) "STOP" Card System - a form to report any unsafe act / condition to the Installation Manager of the rig, so that it may be corrected by the core team before any accident or injury happens. For this, a post box like box marked **Stop Card Box** is installed at the well site itself.

'T' Card System - a Photo pass system used at the well site gate for identification of number of people working inside the mine. The advantage is that it strictly prohibits outsiders from entering inside the area of the drilling mine.

Both these practices are internationally used, which the team had learnt and adopted from an international firm-M/s Premier, during its operations in the neighboring area.

- v) Tool box meetings are held at the start of every shift and Pit Level Meetings are held regularly every month at the well site itself, where people's suggestions are given due regard and taken up for implementation. In the Pit Level Meetings, CISF personnel posted at the well site also participate.
- vi) FIRE DRILL: Mock Fire drill carried every fortnight at well site. This practice has borne result as is evident from a recent fire incident at location HTP-H where a major catastrophe was averted due to the immediate action taken by the wellsite crew members. The fire could be doused well before the arrival of Fire Service people due to excellent team spirit of the crew members including the CISF personnel posted at the well site thereby averting loss of man, property and damage to the environment.
- vii) TRAINING - For the extended team members particularly the Drilling employees, the team had designed and conducted a training course on "Maintenance of Rig Equipment" at MTDC, which educated them on the basics of rig operation. The employees were truly overwhelmed and felt that it was the first time they had attended a training program conducted by their directly related superiors of the well site.

The team shall now introduce some of these practices in the other two rigs as well. These are milestones of the team in its journey towards the vision of achieving *'the highest drilling meterage in a cost effective way by adopting latest drilling practices with excellent team spirit.'* No wonder then, that these new practices, including several others like plinth preparation, well site effluent pit, good housekeeping and equipment maintenance etc. have fetched accolades and award for S-4 rig (judged the best drilling rig of OIL in the Safety Week celebrations of 2006-07) but the team stands strong in its resolve that it shall not stop from benchmarking its activities in every front. In the words of Mr Anjan Phukan(IM), S-4, "It is only through innovation and risk taking with new ideas that we shall be able to sustain our performance and achievements as a team." It is worthwhile to mention here that S-4 already has to its credit successful drilling of the first horizontal well of Oil India Limited at Location HRQ-H, of depth 3765 mtrs, which is also India's deepest onshore horizontal well

During our interactions with the MASS-11024 Intact team, we found plenty of enthusiasm, camaraderie and good cheer amongst the members. At the same time there was conviction and determination to achieve their vision. And the man behind the show, inspiring and supporting the team, was the team leader Mr Arpan Barbora. The members' respect and affection for him was apparent when they unanimously agreed that their leader listened to their views, gave them autonomy and encouraged them to take risks in their sphere of work. Mr Barbora, on his part, felt that the Leadership Self Development program of BP had helped him to become aware of his commanding style of leadership and thus change over to a more democratic and affiliative style!

Through this article we wish Mr Arpan Barbora and his MASS-11024 team all the success in their future endeavours.

Change is a people's process and we, as change agents, have tremendous faith in this process. Over the last couple of years, no doubt, together we have been able to make a dent but we are still in stage 2 of the Change Effort Curve and have 'miles to go' to complete the journey. According to Dr Peter Senge 'doing' is powerful because 'doing is learning and learning is doing.' Real change shall begin to happen when we, collectively, start new and better ways of 'doing,' for building our company's future.



**For Gr. IX Employees 6th - 8th June'07**

## The K Effect - a forum for knowledge sharing

**W**ith attrition become a much talked about topic in the Company, the following initiative of the Production Oil Department, which as described by Shri N K Bharali GM(P-Oil) was a joint effort of a number of younger people is an effort that deserves accolades. Shri Mukta Talukdar, DY CE (P-Oil) shares his thoughts on this effort:

When someone leaves the organization - we raise many questions as to why-he/she.....???

But, here is a different approach----which was adopted when Mr K had decided to leave the organization. It was an approach to retain the "Knowledge (an innovation developed by Mr. Keshabananda Baruah" in the organization for its own use.... Of course quite willingly Mr. K offered his tacit "K" to the Organisation.

While working in the Tengakhat OCS Mr. K had initiated a project named "Software Package on gas lift in horizontal wells" -the idea of which was conceived by him. He felt that the project he had initiated will help our organization in a big way in the long run. K was transferred to commissioning & workover section after long innings in OCS (Kathaloni). During his stint in this new section he was always interested in designing a continuous gas lift system on his own. Encouragement from his peers inspired him to translate his desire into a reality. On successful completion and implementation of his novel idea, K was requested to share his product with all production engineers prior to K's departure from OIL. Mr. K could complete the said project just few days before he left the organization and he felt that it will be a glowing tribute to the organization, where he worked for seven long years, and when he will be able to share the same. This new system is being successfully used in the field and is proving to be very effective.

Just prior to Mr. K's departure from the organisation, his expertise on the package on "gas-lift design for horizontal well" was captured by the executives of Prod-O and retained for their use, in a workshop-that ushered a new Paradigm shift in the organisation.

This is the approach....of dealing life differently. Keeping the "K" intact when someone like Mr. K leaves us, but still would



Mr. Keshabananda Baruah sharing his expertise with his colleagues

like to leave in our hearts ...of course giving some benefit to all of us!!!!

For the question on the amount of gain and the applicability of the K retained.....one may please ask a Production Guy or the Lady seen in the following pictures.....

For the moment let's rejoice the great effort on part of all the Production Oil Department-

Let's learn a lesson ..... Let's create forums -----where people are encouraged to share their best talent---be it some new innovations with his/hers own way of thinking, or some absurd idea; *out-of-the-box*, apply the same----see the results...definitely we will gain....not only in terms of getting good organizational results, but also hopefully giving something to all of us, not money, .... Always!!!

As one of them, recently said.....

**"In allowing such efforts-learning / thinking becomes the challenge for the people to come out with something which is helpful for all concerned, including self satisfaction & development."**

*That is why we require a forum where people at every level can share their ideas and knowledge.*

## Breakthrough in Real Time Well Monitoring

Recently, G&R Department in collaboration with IT Department has successfully connected the Mud Logging Units (MLU) deployed at various drilling locations of OIL to OIL's campus network. The Radio Network established by OIL's IT department for providing network connectivity to all remote installations of OIL like OCS, GCS and Drilling Locations has been used as backbone for this connectivity.

The connectivity to the MLUs has facilitated G&R department in real time monitoring of drilled well information collected through MLU sensors, such as, drilling/mud parameters viz. ROP, SPM, RPM, Mud Weight (In/Out) etc., both graphically and numerically. Earlier the data which can be viewed only in the MLUs placed at the various well-sites, now, the same are available at the Department in real time. Presently, internet connectivity has been established in these MLUs and the same facility has also been extended to the Geological Hut placed at the horizontal location HTT-H. This will enable the

well-site geologists in transferring data like logs recorded through LWD/MWD tools along with other important well data/reports round the clock. It is envisaged that well monitoring will be improved considerably and quick and important decision can be made with greater confidence due to availability of real time well information.

As all offices of OIL, like New Delhi, NOIDA, RP, BEP etc. are connected through a Wide Area Network, with due security access like username and password and installation of the front end client software for monitoring data from Mud Logging Units, the online mud logs can be monitored from those locations selectively by the relevant users. This will go a long way in knowledge sharing amongst OIL's geoscientists/managers posted at different spheres.

At present, Mud Logging units placed at Locations HTT-H (Hapjan-47) - Horizontal Well, BD (Titlagarh-1) and DGD (Sapkaint1) are online.

# Common Learning Centre of OIL - a Learning Initiative from IT Department

- Chandan Kr Barman, Sr Engineer(IT)

**T**he single most significant element that can provide an E&P organization a definite edge over its competitors is 'knowledge'. This 'knowledge' is associated with the diverse gamut E&P activities and processes acquired by the organization over a large period of time. The very nature of this 'knowledge' is also very unique. Different situations like technological bottleneck, unique cultural environment, varying social atmosphere, individual skill etc. make the 'knowledge' very pertinent to that organization. However the very basic element

of the organization that holds this knowledge is the 'human' who are constantly associated with the E&P activities and processes. Human brain is the most precious repository of knowledge resources for that organization. When a person leaves, the organization also loses the knowledge that the person gathered over different period of time.

High attrition rate of skilled manpower and ageing lot of E&P professionals like geoscientist, geologist, reservoir and production engineers are the realities of international E&P scenario today. Sudden exodus of highly experienced manpower creates a knowledge vacuum for the organization. The only way to mitigate the effect of knowledge vacuum is to capture the existing knowledge for future leverage. However capturing of existing knowledge is not a straight forward or easy job. First of all it necessitates an environment of learning within the organization. At the backdrop of this environment, learning and sharing become part of the normal activity of the organization. Such an environment is the basic prerequisite for a concrete future knowledge management initiative.

The Common Learning Centre (CLC) of OIL is a humble initiative by the IT department towards such direction. This is an in-house portal of Oil India Limited accessible through the OILWEB. This is being designed as a single point centre for leveraging knowledge resources relevant to Oilindians spread across various sources. These sources could be the WWW, in-house database, various structured-unstructured formats, human brains, etc. The major facets of the portal are highlighted below.

### Compiled Hyperlinks of Major E&P destinations:

Most of the time we spend our valuable time in the web in search of proper E&P destinations like E&P tutorials, service providers' contacts etc. To ease such effort for end users, there are different sections compiling various web links like E&P Industry Consortium/Bodies, Free Online E&P Resources, Major International E&P Industry, E&P Related Service Companies.

### Corporate Membership Based Learning:

OIL has taken corporate based membership from different professional bodies, journals. Additionally many individual executives have been sponsored by the company for various professional bodies. Through this section any executive can log on to the corporate membership enabled websites. All individual membership particulars are also listed here.



### Tutorials and Reference Materials:

There are different sections in the portal highlighting lots of tutorials and reference materials relevant to different personnel involved in the E&P industry. The most commonly accessed documents are like dictionary of units, oilfield terms & glossaries, stratigraphy of upper Assam basin etc.

### Papers and presentations by Oilindians:

Oilindians have been publishing technological papers in major international conferences and summits. There is one section listing

some of the papers already published or presented. There is another section wherein Oilindians are contributing technical/non-technical papers for the benefit of other Oilindians.

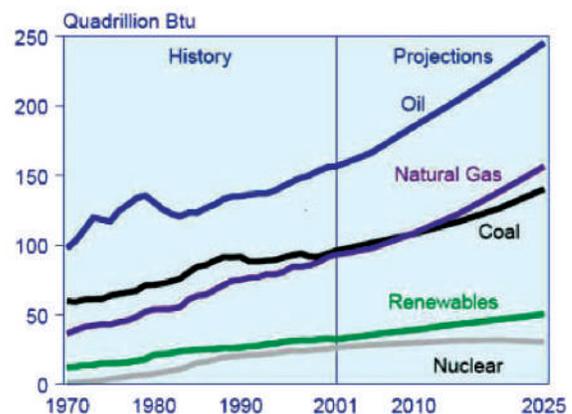
### In-House Resource Centre:

This is the most important section of the portal aimed at capturing experience, knowledge and other resource profile of any Oilindian from human resource point of view. This section is integrated with the knowledge management initiative - "Quest" of the company. If extensively used and harnessed, this section has all the potential to make CLC a full blown knowledge management portal.

### Important E&P Facts and Figures:

This section depicts the some of the dynamically changing facts and figures related to the E&P industry. Any Oilindian can have a look on these figures to have a feel of the recent statistics of the E&P scenario.

### World Hydrocarbon Consumption till 2030



### Future happenings in CLC:

The IT department in co-ordination with the T&D department is in the process of procuring few more online subscriptions/membership of magazines and professional bodies. They will enhance the membership based learning section of the CLC. A proposal for incorporating an internationally acclaimed multimedia based E&P learning portal in the name of iHRDC.ep lying with the competent authority. Additionally a new section is being designed in the name of E&P for Laymen. This section will basically address Oilindians of non-core

domains to make them aware and to educate them on the technological front of E&P industry.

As everybody knows, learning is only a journey not an achievement. CLC is also no exception. To keep this learning environment alive it is important that each Oilindian contribute proactively to this initiative. This will not only benefit others but also the individual a lot. Such kind of learning and sharing efforts of all Oilindians would pave the way for making Oil India truly a learning organization.

Finally, the In-House Resource Centre needs a special mention

here. Each registered user of OILWEB can put his/her expertise profile in this section. The final collection of this expertise database could be of immense value for the organization in the long run. This will enable in locating a particular expert in any particular area available in the organization at any given point of time. This database is still in the state of infancy. Every registered user of OILWEB is requested to put his/her expertise profile here.

Any feedback/suggestion towards this direction can be forwarded to [ravi@oilindia.in](mailto:ravi@oilindia.in) or [chandan@oilindia.in](mailto:chandan@oilindia.in)

## Sincerely Yours - the Personnel Department's home page - launched

**W**ith OIL Web becoming an integral part of every Oilindian, Personnel Department have made good use of the changing times and uploaded its very own homage on the OIL web. Named *Sincerely Yours*, this in-house effort has become an instant hit as it has given ready access to all kinds of HR related information to the executive community, therefore fulfilling a long felt need. Key architect of this project, Shri Ashok Das, Manager (Pers) who with his young brigade has spiced up the home page with ticklish corporate cartoons and catchy quotes and punch lines writes:

### How it all began:

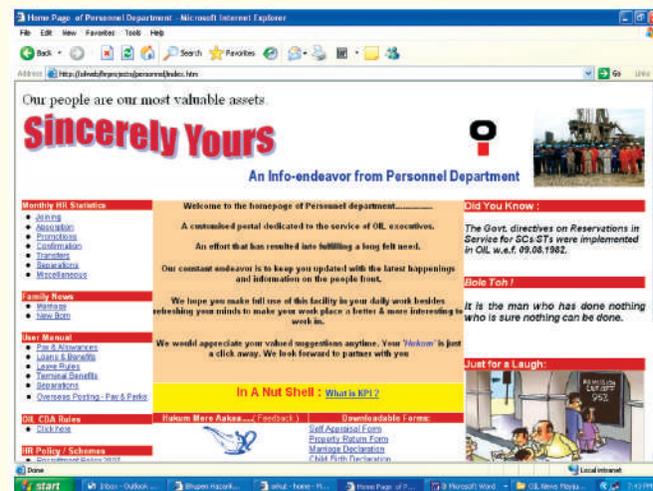
It was some time in end of April 2007, the young Turks of Personnel department were waiting for the rain to stop so that they could go home. It was around 3.45 PM, I floated the idea of making a home page for Personnel department. An impromptu meeting was held and all put in their ideas. The sections were identified and named. One thing was made very clear from the beginning that the site should not only provide HR information but should also provide the much need fun at work. It was decided to make the site ready within the shortest possible time. It was also decided that the page will be designed by Personnel department to give a fresh look. The name of the site was decided as 'Sincerely Yours' as we are in the business of serving and providing HR solutions to others.

Since I had already worked in a small project in Delhi, I started making the site with the help of Front Page. We contacted Shri Chandan Barman of IT department to help us making the

pages. But instead of catching fish for us he thought us how to fish. We thank Shri Barman for teaching us how to make the htm pages. And the hard work showed result on 1st June, 2007 when Shri Ashok Anand, GGM (HR&A) formally launched the site in the Friday meeting. The rest is history. Till date the site has been visited more than 13,000 times.

**The team :** Ashok Das, Ankur Baruah, Farah Haque, Anirban Bharali, Indraneel D Baruah, Arinjoy Baruah

**Valuable inputs came from :** Shri MA Niphi, Shri D Barua, Shri Bhaskar Khaund and Shri RK Talukder.



## INAUGURATION OF "T" CARD SYSTEM IN S-4 RIG

- A. Phukan, DIC, RIG S-4

**"T" CARD SYSTEM WAS INAUGURATED BY SHRI T KATAKY, GM (OD & RS) ON 14/06/2007 AT LOC-HTT-H (HAPJAN - 47) FOR THE FIRST TIME IN OIL DRILLING RIG**

### WHAT IS "T" CARD ?

1. It is an internationally adopted photo pass system at the gate
2. Use for identification of no of people working inside the mine
3. This system strictly prohibits to enter inside the drilling mine
4. This system is also use for proper identification of visitors inside the drilling mine at a time

### IMPLEMENTATION OF "STOP CARD" FOR THE 1ST TIME IN OIL RIG (S - 4)

#### What is "STOP CARD" system ?

1. "STOP CARD" (Safety Training Observation Program) is a system to encourage the employees to adopt safety practice at site.
2. In this system a post card box will be at site which is always under lock and key.
3. "STOP CARD" is stationed at various places at the rig site.
4. Whenever any employee monitor any unsafe act, he can write and drop the card inside the box for the compliance act by Installation Manager or by the core group of the rig.



**Inauguration of "T" Card By T. Katakya GM (OD & RS)**



**Unfurling of "T" card board by A. Barbora ( Asset Manager) S-4 Rig**



**An OIL employee using the "STOP" Card System**

## RAJASTHAN PROJECT LOOKS UP



Shri T.K. Bhattacharjee, General Manager, Rajasthan Project, along with S/Shri A.K. Kotoky, Head (D&RS), D. Kumar, CED(RP), and other team members are seen at the Driller's Console on the eve of ceremonial spudding of the well No. PINDOH-1 on 13.06.2007

In pursuance to its aggressive exploratory effort in Rajasthan, OIL entered into second phase of exploration programme in NELP-II area with effect from 18/07/2005. The Phase-II of Minimum Work Programme culminates with drilling of an exploratory well. Accordingly, the first exploratory well in the block was spudded on 13/06/2007 ceremonially by Shri TK Bhattacharjee, General Manager (RP), after a brief ritual. The target depth of the well is 1400m.

Apart from above, OIL's exploratory efforts are also being carried out in full swing in the adjoining NELP-III and NELP-IV area. In addition, OIL has bagged two more blocks in Rajasthan through NELP-VI route and preparatory work in the said blocks are already in hand.

In the production front, OIL has initiated action to enhance supply of natural gas to Ramgarh Power Plant from the present level of 0.7 MMSCUMD to 0.9 MMSCUMD by the end of the third quarter of this fiscal year.

To top it all, the Rajasthan Assets of OIL bagged the prestigious Best Overall Safety Performance Award from the Oil Industry



Rajasthan project of OIL was conferred upon OISD **Best Overall Safety Performance Award** amongst OIL & GAS assets in the year 2005-06. Photograph shows **CMD, OIL Sh. M.R. Pasrija** and Head of Rajasthan Project **Sh. T. K. Bhattacharjee** receiving the coveted award from **Hon'ble Union Minister for Petroleum and Natural Gas, Sh. Murli Deora** at Mumbai on 10.11.2006.

Safety Directorate for the year 2005-2006. The award was handed over by Hon'ble Minister of Petroleum & Natural Gas, Shri Murli Deora, in presence of Shri MR Pasrija, Chairman & Managing Director, OIL.

## EXECUTIVE DEVELOPMENT PROGRAM AT MTDC

The Executive Development Program (EDP) which was held last in 2003 was revived after a long gap of four years. A total of 87 numbers of new trainees have attended the programme in two batches.

The latest program was started on 7th May'07. It was addressed by Head of Fields, Shri SN Borah, GGM (SS), Shri PC Khound, GGM (SB), Shri A Anand, GGM (HR&A) and almost all the General Managers.

The course covered presentation on the activities of 41 departments of OIL by the internal faculties, two day long module of soft skills of management through external agency, including



The New Generation Oilindians pose for a group snap with Shri Ashok Anand, GGM(HR&A) (5th from left), Shri Ajit Kumar Mahanta, Head(T&D) and other officers of T&D Deptt.

field visits such as Drilling Site, Production Setup and CSR units. They were also introduced to the essential points pertaining of the 'Culture of OIL society' so that an easy assimilation takes place. The programme thus gave a comprehensive knowledge to the new Executive Trainees for putting forward their first step to our great company.

Group General Manager (SS), Shri SN Borah arranged one evening get-together with the trainees at his residence where Shri PC Khound, GGM(SS), the General Managers and few other officers were present in bringing the new entrants closer to the OIL family.

## MORAN NEWS

Oil India Limited, Moran organized Bohagi Bidai Upsav at OIL Community Pandal on 15th and 16th May, 2007.



On 5th June, 2007 OIL, Moran observed "WORLD ENVIRONMENT DAY - 2007". To mark the occasion various programmes were carried out. The ceremonial tree plantation was also done in a befitting manner.



## KOLKATA NEWS



On 6th May, 2007 Metro Club organized Children Meet in a very grand manner. On this occasion, a cultural function was organized by the children of Metro Club members. Mr. JK Talukdar, Director (HR&BD) and Mrs. Mallika Talukdar attended the Children Meet. The entire programme was very entertaining and enjoyed thoroughly by all and the programme was followed by a sumptuous dinner.



On 19th May, 2007 Metro Club organized a get-together function. On this occasion Mr. SK Borah, General Manager (Services) & Mr. Sourin Sharma, Head - Materials attended the function. A musical programme was also arranged on this occasion.



**Wriddik Porel**, son of Shri Sumit Kr. Porel an employee of Purchase Section of Calcutta office has successfully passed Higher Secondary School Leaving Examination 2006 from West Bengal Board with First Class scored 94% marks. Wriddik had also scored 93% in West Bengal Madhyamik Examination 2004 and presently studying MBBS in The Institute of Post Graduate Medical & Research Education, Kolkata.

**Balasubramanian Ganesh** son of Shri V Balasubramanian an employee of Purchase Section of Calcutta office has successfully passed Mechanical Engineering Examination from Jadavpur University scored 87% marks. Ganesh is proceeding to USA for M.S. and further for Ph. D.



**Arka Chatterjee** son of Shri Biswanath Chatterjee an employee of Accounts Section of Calcutta office has successfully passed ISC Examination (Class XII) 2006-07 scored 91% marks.

**Susmita Mitra** daughter of Shri Niranjana Mitra an employee of Accounts Section of Calcutta office has successfully passed HS Examination under West Bengal Board scored 85% marks.



## OIL Sponsors Executives for the Executive Post Graduate Programme (EPGPM) in Management in MDI, Gurgaon

- First batch of sponsored executives-(2005-06) successfully completes the course.

**O**il India Limited, for the first time in its history, fully sponsored two of its executive for Executive Post Graduate Programme (EPGPM) in Management from MDI (Management Development Institute), Gurgaon in 2005. These two fortunate executives were Mr. Dhrubajyoti Chakraborty, Superintending Engineer (Well Logging) and Shri. Tabrez Akhtar Ansari, Senior Engineer (Electrical) who have successfully completed their stint with MDI, Gurgaon and were awarded the diploma in March, 2007.



Shri Tabrez Akhtar Ansari (left) Senior Engineer (Electrical) & Shri Dhrubajyoti Chakraborty (right) Superintending Engineer (Well Logging) with their coveted Diplomas.

MDI, Gurgaon is well known name in the field of management studies. It was top ranked in 2005 by Business Standard and #3 ranked by BS in 2004. It is the only AMBA (Association of MBAs) accredited management institute in India. It has associations with top European Management Schools. MDI is powered by the highest number of in house highly qualified world class faculties rich with Industrial and Research experience. It has a 40 Acres big green campus in Gurgaon.

It provides a wonderful learning atmosphere blended with experience and intelligence because of conducting programmes for High Level Managers, Middle Level Managers and Fresh Graduate. OIL sponsored two executives for EPGPM, the programme for Middle Level Executives. It is a 15 months programme and is one of the most recognized post graduate diplomas from MDI, Gurgaon. It is also known as National Management Programme (NMP). Minimum 5 (five) year work experience is required to be eligible for this programme. The original idea behind this programme is experience and knowledge sharing between middle level managers of public and private sectors. It has a tough selection procedure through which executives are chosen by the faculties of MDI, Gurgaon. This programme covers almost all the areas in the field of business management subjects. It covers all the core management subjects like Economics, Organizational Design etc. It also offers specializations in the area of Finance, HR, Operations, Marketing and Strategy. The 2005 batch of 63 senior and Middle Level Managers came from seven Public Sector Companies while there was one private candidate.

This course has a 45 days European Module also, in which participants are updated about European Culture, European Market, and the way Europeans do business. Participants have interactions with Indian High Commissioners, Ex-Director Operation- Shell, and BP etc. They also interacted with President, Chamber of Commerce, Turino, Italy. They visited the companies like Guigiaro, Philips, Lavazza, Italdesing, MetaDesign, L'Oreal and Electricite de France Etc. In their tenure

with MDI, Gurgaon the participants could interact with a number of experts and high profile guests like Dr. Y. S. Rajan, Team Member of Vision2020, Ms. Sudha Murthy, Infosys Foundation, Mr. Sunil Mittal, CEO, Bharati Telecom, Mr. Raman Roy, BPO man of India, Dr. Amartya Sen, Nobel Prize Winner Ms Subha Mudgal, Vocalist etc.

The Participants from OIL did a number of projects while pursuing the course which were related to OIL. Few of those projects are

- Organizational Design for OIL
- Technology Management for OIL
  - Coal-Oil liquefaction
- Corporate Entrepreneurship in OIL
- Demand Side Management of oil
  - What OIL can do?

This course ends with a major project by the candidate for the company by which he has been sponsored. Both the executives of OIL opted for the topic of great relevance with OIL. Shri. Dhrubajyoti Chakraborty did his final project on "Project Management practices in Oil India Limited" and Mr. Tabrez Akhtar Ansari did his final project titled as "CDM - Clean Development Mechanism - Future Options - E&P Operations of Oil India Limited".

Thanking OIL for sponsoring this course and giving them this wonderful opportunity, Mr. Chakraborty and Mr. Ansari mentioned that they have gained a lot from this course. They are also indebted to their respective departments which, in spite of their busy and huge work schedule, released them for 15 months. They have identified the following areas where they have gained:

- Thinking Strategically
- Competitiveness
- Analytical Ability
- Time Management
- Efficiency
- Out of box thinking
- Understanding of all aspects of business and its importance
- Overall improvement in conceptual knowledge and managerial competencies

They also believe this is the beginning of Implementing

- Learning
- Approaching
- Continual improvement
- Sustainable growth
- Developing new competencies

as learning never stops.

OIL has sponsored two executives each for the year 2006-07 and 2007-08 also. This step towards the people development would continue and more opportunities for the employees would be made available by the management in the time to come. It would definitely provide OIL the competitive edge in this age of cut-throat competition.

## RIG S-3 AND LADIES CLUB - synergizing all-round development

- Aichute Kumar Borah, DIC, Rig S3



The Registration Counter



A commitment to serve the needy

It all started in an impromptu team meeting while traveling on a sumo vehicle on the bumpy roads of Namrup to Loc-BD, Titlagarh, Borhat. We were discussing about future projects of Rig S-3 and also about the sheer impact of our motto (of Rig S-3) "DEAL WITH PEOPLE TO WIN THE HEARTS" ever since we took over charge of the Rig since September 2004. Our past projects of Rig S-3 for the employees have helped us to reap the bountiful harvest. Suddenly Shiladitya Deb SED (TS) remarked "Why don't we organize a health check-up camp for the inhabitants of Borhat". We have been able to develop very amicable relationship with the inhabitants of Borhat area since our association with them for the last four months, so it had become kind of a moral obligation on our part to do something meaningful and useful for them. Shiladitya's idea was well accepted but we could not trace the road map for achieving the goal.

After few days, I happened to attend a Ladies club programme at Zaloni club Husbands' Nite. In his speech, Zaloni club's President Shri S N Borah made a mention about the various commendable socio-welfare projects undertaken by the club for the benefit of OIL which included 'Health Camps'. Well, immediately I could feel that we can translate Shiladitya's idea

into visible action. We approached Secretary of Ladies Club Mrs. Irani Bharali with a request of organizing a health camp at Borhat. She readily agreed.

Eventually on 4th JUNE'07, the executive committee of Ladies club started their journey to Loc-BD at 8 am. On reaching Borhat, we were pleasantly surprised to see the elaborate arrangements made by the Japisajiya Mahila Samity- a prominent community development organization of the region. We could feel the warmth of unadulterated human relations which was reflected in the camaraderie and bonhomie displayed by the residents.

We observed how painful the entire day was for the Ladies-managing 400 villagers in a systematic and organized way. Also in between they spread the message of goodwill and harmony, and the synergic effect it has for the road to development thereby culturing a symbiotic relationship between an Industry and the society. Team Rig S-3 thanks Ladies club, OIL Medical, PR Department for being a part of the extended team of Rig S3 and enabling us in realizing our dreams which will definitely bring tangible benefits to OIL in the long run.



Esprit De Corps



Fulfilling basic health needs

OIL is constructing around 3.0 km. of village road in this area, which will immensely benefit the local populace. Editor - OIL News

### Health Camp at Noctey Village, Joypur

OIL Hospital's Health Care Mobile team along with three government doctors from Naharkatiya carried out a free health camp at Noctey Village around two and a half kilometers away from Joypur Police Station under Dibrugarh District on 17th may, 2007. Organized by the Women's Study Cell of Naharkatiya College, the health camp provided much needed primary health care to the residents of this remote village in OIL's operational areas in Upper Assam.



## PRETEMPS

*The hall was lit,  
The lounge was set  
a decor that breathed spring  
smiles of love,  
a smile writ on every face.  
With bated breath,  
Each member awaited,  
The curtain to unveil and soon,  
The welcome notes - began reverberating.*



The stage was set along with the area co-ordinators, who with lovely bouquets took centre stage to welcome the guests in the jazz mood of spring.

Words of love, admiration and gratitude all catapulted easily thanks to 'Pretemps' - the theme - name coined for Husbands Nite 2007. Pretemps meaning spring very naturally enjoyed its niche in the 'Spring of Life' of every member and so probably, brought out the 'best' to be offered by each and every member. The curtain raiser was definitely an ode to spring and an ode to the 'Spring' of our lives. The cultural bonanza included a melodious chorus in which singers of repute merged their golden voices to sound the notes of Spring. The nightingales of the club with their golden voices brought Spring alive striking the chords of all hearts.

A series of dance sequences, all portraying the fun and frolic associated with spring was presented too. The members exhibited their talent & grace & left the audience spell bound by their charismatic performance.

'Life's Suhana Safar' - depicting the fun-filled life that our members are being introduced to by their husbands was also hosted. It was a multistarrer, star studded segment with dance and drama joining hands to speak for a placard which wished to convey - "Dear Husbands, Thank You for the lovely journey of life which you are taking us through. With lots of love and gratitude."



As in the past, this year also OIL observed the World Environment Day on 5th June, 2007 in a befitting manner. To mark the occasion various programmes were carried out at OIL's field Head Quarters at Duliajan and other operational areas of the company. The ceremonial tree plantation was done at OIL's New Industrial Area, Duliajan, followed by mass tree plantation in nearby schools where students, teachers participated.

In order to propagate the message of the need for environmental preservation and to create awareness specially amongst the new generation, various programmes like on the spot painting and essay competitions for the students of various schools/colleges were held.



Essay competition in progress



Ensuring a permanent place in the hearts of our husbands, clinging on to the firm belief on the old saying that, "The way to a man's heart is through his stomach" our members served a sumptuous dinner too.

Our husbands' as usual were ever encouraging, ever enthusiastic and showered us with accolades which we rightly deserved, I'm sure ! A souvenir titled "Shabdaz" was also released on the occasion. The souvenir committee toiled almost day and night and very deservedly brought out a publication of the highest standard.

The souvenir was the Pandora's Box which revealed the strength of Ladies Club, Duliajan. The lingual, literary, professional abilities, kitchen - cooking - cuisine etc. all clearly highlighted. The noble activities of the Ladies Club to work untiringly for the less privileged section of the society through its various projects was also portrayed.

Husbands' Nite 2007 was another chapter added to the golden history of Ladies Club, Duliajan. Becoming a member of the prestigious institution is being privileged to work as messengers of God especially for the poor and the needy.

The club under the dynamic guidance of the President Mrs. Meenakshi Bora and the able experienced executive members remains committed to its motto of 'Share and Care.'

We owe our Husband, for our sheer existence as members of the club and so Husbands' Nite always remains the Mega Event of Ladies Club, Duliajan.

- Mrs. Mitanjali Mazumder

## OIL's Security Personnel Rewarded

Shri R.K.Saikia, Head (Security ) handed over an amount of Rupees Five Thousand as cash reward with an appreciation letter to Sub- Inspector Bimal Chetia Reg No 9/ 8139 of Security Deptt. on 12th may 2007 for commendable job done by Shri Chetia in connection with unearthing a case of Crude oil pilferage from Duliajan - Digboi Refinery Crude oil Delivery line in the month of June 2006. Because of Shri Chetia's alertness and detection of the spot of pilferage and clues provided to police authority, the gang involved in the case of crude oil pilferage were apprehended by police and pilfered crude oil was recovered from Arunachal Pradesh and handed over to OIL.



Shri R.K.Saikia, Head (Security ) handing over cash reward to Sub- Inspector Bimal Chetia (Left)

## OIL MEDICO PLAYS SIGNIFICANT ROLE IN THE 33RD NATIONAL GAMES HOSTED BY ASSAM

**Dr. Dipankar Bhattacharyya**, Dy Chief Medical Officer of OIL posted in Pipeline Headquarters, Guwahati is well known as one of the leading sports medicine expert in this region. Reposing great confidence in his professional expertise, Dr. Bhattacharyya was entrusted with the prestigious responsibility of being the co-convener of the Medical and Ant-Doping Committee, of the 33rd National Games held successfully in Assam in the month of Feb, 2007. Dr Bhattacharyya had been



Dr Dipankar Bhattacharyya (left) along with a member of Indian Olympic Association at the Central Dope Control Centre, which was set-up at Nehru Stadium, Guwahati during the 33rd National Games

working since last two years prior to the National Games so as to prepare an effective master plan for implementing the herculean task of providing general medical care to the over eleven thousand strong contingent of the national games, conducting sensitive anti-doping tests and preparing the entire disaster management. As co-convener he was empowered by the committee's Chairman, Shri Himanta Biswa Sarma, Minister of Health and Family Welfare, Govt. of Assam and Shri J C Goswami, Secretary, Health and Family Welfare, Govt. of Assam to leave no stone unturned to ensure that the Committee succeeds on all fronts. At the end of the day, the long forward planning backed up by the commitment and dedication of each and every member of the 558 strong Medical Committee comprising of doctors, nurses, physiotherapists and volunteers enabled the Committee to achieve commendable success. The singular efforts of Dr. Bhattacharjee and the support of the people at the helm of affairs helped the medical team in sending - for the first time - doping samples to Bangkok. Dr. Bhattacharyya is indebted to OIL management for releasing him for one whole month and the support from his OIL colleagues Shri Arindam Baruah, Dy CE (Telecom), Shri D K Talukdar (Supdtg Physiotherapist) and Shri Ujjal Gogoi (Telecom Engineer).



**Pankaj Kr. Laskar**, Suptdg. Engineer, N.R. Terminal, Numaligarh has successfully completed M.Sc (Ecology & Environment) from Sikkim Manipal University of Health, Medical & Technological Sciences, securing First class. He has also been appointed as "National Green Volunteer" by the Indian Institute of Ecology & Environment, New Delhi.

### Corrigendum

Chandan Deka's parents' Name (Smti. Jaya Deka & Shri Sarbeswar Deka) were inadvertently deleted. Chandan Deka is a dependant and his father works in Electrical Section, OIL's PHQ, Guwahati.



## TRINAYAN EXECELS IN NATIONAL TENNIS TOURNAMENTS

In OIL - AITA Super Series National Tennis Tournament (under 14 age group) conducted by All Assam Tennis Association at Guwahati from 21st. May, 2007, Trinayan Talukdar (son of Shir. R. K. Talukdar, CM, PERS) of ZTA partnering with Rupam Gogoi of Sibsagar clinched the Boys' Doubles Title defeating the Top Seed pair of S/Shri Surya Pavan of Andhra Pradesh & Suraj Kaonwar of Gujrat. In Singles, Trinayan lost to top seed Surya Pavan in Quarter Final in a grueling battle (7-6, 6-7, 6-7). The tournament was sponsored by Oil India Limited.

Again in INDIAN OIL XTRA PREMIUM - AITA Super Series National Tennis Tournament (under 16 age group) conducted by All Assam Tennis Association at Guwahati from 28th. May, 2007, Trinayan Talukdar of ZTA partnering with Rupam Gogoi of Sibsagar clinched the Boys' Doubles Title defeating the Top Seed pair of S/Shri N Sai Kartik & Surya Sirsala of Andhra Pradesh. In Singles, Trinayan lost to top seed Shri N Sai Kartik in Semi Final. This tournament was sponsored by Indian Oil Corporation.

Zaloni - A team emerged as the Champion of Clubs by winning the prestigious DUNLOP CUP, an inter Club Golf tournament organised by the Upper Assam Golf Association (UAGA), defeating Doomdooma Club in the final held at Tingri Golf Course on 12th May, 2007. In the league matches Zaloni - A team defeated Margherita - Ledo and Digboi - B team and reached the final to play with Doomdooma Club.

### The members of Zaloni A team :



(from left to right) D. Thakuria, A. P. Sharma, P. P. Dutta, U. C. Bora (Captain), S. Hazarika, R. Dutta and S. M. Hussain. (not in picture)



A farewell ceremony was organized on the 21st of June & 22nd of June, 2007 due the transfer of Shri SK Das, Dy Labour Commissioner (Central), Dibrugarh to his new place of posting at New Delhi. The Ceremony organized by Employee Relations Department was attended by GGM(SB) & GGM(HR&A) along with other senior officials.

# ऑयल न्यूज

36 वाँ वर्ष, अंक 1, दुलियाजान, मई - जून 2007

## समूह महाप्रबंधक(एस एस) की ओर से



ऑयल के प्रिय कर्मचारियों

ऊर्जा की लगातार बढ़ती माँग और हाइड्रोकार्बन के नये भंडारों को खोजने की चुनौती के कारण समग्र विश्व के तेल एवं गैस उद्योग परिवर्तन की प्रक्रिया से गुजर रहे हैं। भारतीय परिदृश्य में इसका स्पष्ट असर नये अन्वेषण एवं लाइसेंसिंग नीति के तहत दिए जाने वाले संभावित ब्लॉकों के अधिग्रहण में घरेलू और विदेशी अन्वेषण एवं उत्पादन कंपनियों के बीच बढ़ रही प्रतिस्पर्धा में स्पष्ट दिखता है।

चूँकि भारत अपने पेट्रोलियम आवश्यकताओं में से लगभग 70 प्रतिशत हिस्सा आयात पर निर्भर रहकर पूरी करता है अतः सरकार के लिए ऊर्जा सुरक्षा प्रमुख सरोकार का विषय बन गया है। आप इस बात से सहमत होंगे कि दो राष्ट्रीय 'अपस्ट्रीम' अन्वेषण एवं उत्पादन कंपनी में से एक के रूप में अपने विकास के जद्दोजहद में लगने के साथ ही हमें अपने उत्पादन में भी वृद्धि करने में समर्थ होना होगा ताकि हमारे देश की ऊर्जा सुरक्षा में अपनी भागीदारी को सुनिश्चित किया जा सके।

इस संबंध में मैं इस बात को दोहराना चाहूँगा कि पूर्वोत्तर क्षेत्र और खास करके असम भूमि हमारे मुख्य उत्पादित क्षेत्र के रूप में निरंतर बनी रहेगी और ये क्षेत्र काफी संभावनाओं से परिपूर्ण क्षेत्र है। लेकिन देश के इस अंचल में निगमित सामाजिक उत्तरदायित्व के अगुआ होने तथा महत्वपूर्ण सामाजिक विकास की परियोजनाओं का कार्यान्वयन करने के बावजूद हमें बंद और अवरोधों के चलते अपने परिचालनीय कार्यों को चलाने में काफी कठिनाइयों का सामना करना पड़ रहा है। यह हमलोगों के लिए एक भयंकर चुनौती है और हमें अपने इरादों में मजबूती से डटे रहकर एक्यबद्ध रूप में ऐसे बाहरी दवाबों का प्रत्युत्तर वृहत् संकल्प के साथ देना है।

हमारे परिचालनीय कार्यों में कुछ घंटों की बंदी से न सिर्फ हमारे प्रमुख कार्यों पर इसका प्रतिकूल प्रभाव पड़ता है बल्कि राज्य के राजस्व को भी भारी नुकसान पहुँचता है। कच्चे तेल एवं प्राकृतिक गैस के उत्पादन में होनेवाली कमी इस बात की ओर इंगित करेगी कि हम अपने ग्राहकों को दिए गये वचन को पूरा करने में असमर्थ हैं। आखिरकार इससे नुकसान में श्रृंखलाबद्ध प्रतिक्रिया का सृजन होगा जिससे आम आदमी पर किसी न किसी रूप से प्रतिकूल असर पड़ेगा। हमें मिल जुल कर अपने साझेदारों को अवश्य ही यह मजबूत संदेश देना होगा कि ऑयल को बिना किसी बाधा के अपने परिचालनीय कार्यों के चलाने में सभी प्रकार का सहयोग प्रदान करना राष्ट्र, राज्य तथा समुदाय के व्यापक हित में होगा।

आंतरिक तौर पर हमें निरंतर अपने रणनीतियों की पुनरीक्षा करनी होगी खास करके तकनीकी समीकरण के क्षेत्र में ताकि हम व्यवसाय में उत्कृष्ट के समकक्ष रह सकें। इस संबंध में काफी विचार-विमर्श के बाद एक "क्रॉस फंक्शनल टीम" (CROFT) का गठन किया गया जो तकनीक से जुड़े मुद्दों पर कार्य करती है और पुराने तकनीक में सुधार तथा नई तकनीक के प्रयोग हेतु दल (टीम) के गठन की अनुशंसा करती है। TMT तकनीकी क्षमताओं के लिए बाधाओं और सामर्थ्य जैसे प्रमुख मूद्दों को संबोधित करती है। TMT अपने संस्थान के लिए एक "तकनीकी नीति" भी तैयार कर रही है जिससे तकनीक से जुड़े निर्णय और निवेश को एक दिशा निर्देश मिलेगा। इन तकनीकों के जरिए न सिर्फ लागत में कमी और उत्पादन में वृद्धि होगी अपितु इनसे बेहतर ढंग से सूचनाएँ उपलब्ध होगी, निर्णय लेने की प्रक्रिया में सुधार होगा और विविध कौशल इत्यादि में सहयोग में बढ़ोत्तरी होगी।

मैं इस बात पर पूरी तरह यकीन करता हूँ कि प्रतिस्पर्धा में आगे रहने के लिए हमें अवश्य ही अपने मानव संसाधन को आवश्यक ज्ञान और तकनीक से सुसज्जित करना होगा। इस संदर्भ में TMT के प्रयास, ERP, E&P डाटा बैंक CMP और MDI पाठ्यक्रम, आंतरिक साझा अभ्यास केन्द्र तथा विविध BP परियोजनाओं जैसे नये अवधारणा एवं पहल निश्चय ही ऑयल इंडिया को गत्यात्मक व्यावसायिक परिवेश की नई चुनौतियों का मुकाबला करने में समर्थ बनायेंगी।

मैं हरेक ऑयल इंडियन को प्रेरित करना चाहूँगा कि उपर्युक्त विषय पर वे अपने दिमाग का प्रयोग करें और अपने दृष्टि तथा विचार साझेदारी करें जो हमारे सांगठनिक विकास के संयुक्त प्रयास के लिए प्रासंगिक और मूल्यवान होगा।

एस एन बोरा

(एस. एन. बोरा)

समूह महाप्रबंधक (एस एस)

## क्षेत्र मुख्यालय दुलियाजान में हिन्दी का प्रचार-प्रसार

ऑयल इंडिया लिमिटेड राजभाषा हिन्दी को कार्यालयी काम-कार्जों में प्रयुक्त कराने के लिए हमेशा से ही सकारात्मक कदम उठा रही है। सभी अधिकारियों व कर्मचारियों को हिन्दी शिक्षण योजना के तहत राजभाषा हिन्दी का कार्यसाधक ज्ञान दिलाया जाता है। इसके लिए समय-समय पर भारत सरकार के राजभाषा विभाग द्वारा विनिर्दिष्ट हिन्दी कक्षाओं का संचालन करवाया जाता है। कार्यालयी कामकार्जों में आनेवाली दिक्कतों को दूर करने के लिए हिन्दी कार्यशाला का भी आयोजन समय-समय पर किया जाता है। उत्तीर्ण अधिकारियों/कर्मचारियों को प्रोत्साहन योजनानुरूप एक मुश्त नगद राशि प्रदान की जाती है।



दिनांक 25.5.2007 के दिन राजभाषा कार्यान्वयन समिति की तिमाही बैठक का आयोजन किया गया जिसकी अध्यक्षता श्री दीप्ति दयाल खाउंड, प्रशासन प्रमुख ने किया। इस बैठक में विभिन्न विभागों के राजभाषा अधिकारियों ने भाग लिया। बैठक में राजभाषा हिन्दी के प्रचार-प्रसार पर चर्चा-परिचर्चा की गई और उसमें आनेवाली कठिनाइयों को दूर करने पर भी विचार-विमर्श किया गया।



नगर राजभाषा कार्यान्वयन समिति, दुलियाजान की तेरहवीं बैठक 29.5.2007 के दिन आयोजित की गई। इस बैठक में भाग लेने के लिए अंचल के विभिन्न संस्थानों/बैंको के कार्यालय प्रमुख व हिन्दी अधिकारी के साथ ही उप निदेशक, कार्यान्वयन, राजभाषा विभाग, गुवाहाटी भी आमंत्रित थे। बैठक में विस्तार

पूर्वक नराकास के सभी सदस्य उपक्रमों के प्रमुखों द्वारा अपने-अपने संगठनों में हो रहे राजभाषा हिन्दी की प्रगति पर प्रकाश डाला गया और उसपर उप निदेशक ने अपने विचार व्यक्त किए।



दिनांक 30.5.2007 के दिन हिन्दी कार्यशाला प्रशिक्षण एवं विकास विभाग के सभागार में किया गया। हिन्दी कार्यशाला के आयोजन का मूल उद्देश्य कार्यालयी काम-कार्जों में राजभाषा हिन्दी के प्रयोग को सुनिश्चित करते हुए अधिकारियों व कर्मचारियों में हिन्दी का कार्यसाधक ज्ञान दिलवाना। इस एक दिवसीय हिन्दी कार्यशाला का विधिवत उद्घाटन श्री दीप्ति दयाल खाउंड ने किया। उन्होंने अपने सारगर्भित उद्घाटन भाषण में कहा कि हिन्दी भाषा सरल, सुबोध है जिसे आसानी से सीखा और बोला जा सकता है। हिन्दी भाषा ही, राजभाषा है, राष्ट्रभाषा है, संपर्क भाषा भी है। यह धीरे-धीरे कंप्यूटर की भाषा भी बनती जा रही है। फैक्लटी के तौर पर श्रीमती अनिता निहालानी जी आमंत्रित थी जिनका विषय था “संपर्क भाषा, राजभाषा व राष्ट्रभाषा के रूप में हिन्दी भाषा का राष्ट्र की एकता और अखंडता में योगदान”। इस विषय पर उन्होंने विस्तार पूर्वक अपने विचार प्रस्तुत किया और समझाया कि राजभाषा हिन्दी का कार्यसाधक ज्ञान प्राप्त करना कितनी युक्ति संगत बात है। राजभाषा विभाग गुवाहाटी से आए श्री अशोक कुमार मिश्र, अनुसंधान अधिकारी ने “कार्यालयीन काम-कार्ज में हिन्दी का प्रयोग/पत्र लेखन/नोटिंग एवं ड्राफ्टिंग” के विषय पर कहा कि शब्दों का प्रयोग बिना संकोच का करें और व्याकरण की जटिलता में न उलझें। अगर आपको अंग्रेजी शब्दों का हिन्दी पर्याय नहीं आता है तो उसे लिप्यांतर करके आसानी से उस शब्द का सरल और सुबोध हिन्दी के वाक्यों में प्रयोग कर सकते हैं। उनका दूसरा विषय था “बोलचाल की हिन्दी और कार्यालयीन हिन्दी। उन्होंने प्रतिभागियों को सुंदर ढंग से समझाया कि किस प्रकार बोलने वाली हिन्दी से कार्यालयी कामकार्ज में प्रयुक्त होनेवाली हिन्दी भिन्न है। कार्यशाला का संचालन ऑयल इंडिया लिमिटेड के सहायक हिन्दी अधिकारी श्री नारायण शर्मा ने किया।”

## पाइपलाइन मुख्यालय में राजभाषा कार्यशाला आयोजित

ऑयल इंडिया लिमिटेड, पाइपलाइन मुख्यालय, गुवाहाटी में दिनांक 19 जून, 2007 को एक हिन्दी कार्यशाला का आयोजन किया गया। पाइपलाइन मुख्यालय के मुख्य प्रबंधक (प्रशासन) कैप्टेन एल.सी.बरुवा के साथ साथ पाइपलाइन मुख्यालय के उच्चाधिकारियों एवं कर्मचारियों ने इस कार्यशाला में भाग लिया कार्यशाला की शुरुआत में कैप्टेन बरुवा एवं वरिष्ठ हिन्दी अधिकारी श्री हरेकृष्ण बर्मन ने उपस्थित सभी अधिकारियों एवं कर्मचारियों का स्वागत किया एवं कार्यशाला के उद्देश्यों की व्याख्या की।

कार्यशाला में उपस्थित रहकर भारत सरकार के हिन्दी शिक्षण निपन कुमार बरदलै ने अधिकारियों एवं कर्मचारियों को नीति से अवगत कराया एवं कार्यान्वयन में आये बाधाओं कार्यालय के काम काज चलाने हुए उन्होंने कहा है कि भाषा व्याकरण का ज्ञान होना काम करते समय आने वाली उपस्थित सभी को अवगत पाइपलाइन मुख्यालय के वरिष्ठ बर्मन ने किया। उन्होंने हर तिमाही में आयोजित राजभाषा कार्यान्वयन का लाभ



पाइपलाइन मुख्यालय, गुवाहाटी में दिनांक 19 जून, 2007 को आयोजित हिन्दी कार्यशाला का उद्घाटन करते हुए राजभाषा कार्यान्वयन समिति के अध्यक्ष एवं पाइपलाइन मुख्यालय के मुख्य प्रबंधक प्रशासन कैप्टन एल सी बरुवा। चित्र में (बाएं) श्री एन के बरदलै, हिन्दी प्रध्यापक, हिन्दी शिक्षण योजना, राजभाषा विभाग, भारत सरकार एवं (दाएं) श्री हरेकृष्ण बर्मन, वरिष्ठ हिन्दी अधिकारी (पाला)

राजभाषा विभाग, गृह मंत्रालय, योजना के हिन्दी प्राध्यापक श्री पाइपलाइन मुख्यालय के भारत सरकार की राजभाषा कार्यालय में राजभाषा को दूर करने का प्रयास किया। की प्रक्रिया पर मार्ग दर्शन करते को शुद्ध रूप में लाने के लिए आवश्यक है। उन्होंने हिन्दी में व्याकरणिक समस्याओं से कराया। कार्यशाला का संचालन हिन्दी अधिकारी श्री हरेकृष्ण अधिकारियों एवं कर्मचारियों से कार्यशाला में भाग लेकर उठाने का आग्रह किया।

## हिन्दी में कम्प्यूटर प्रशिक्षण



ऑयल इंडिया लिमिटेड के कलकत्ता कार्यालय में एक दिवसीय “हिन्दी कम्प्यूटर प्रशिक्षण” कार्यशाला का आयोजन दिनांक - 01 मार्च, 2007 को किया गया। प्रशिक्षण में अधिकारी एवं कर्मचारी सहित 12 कर्मिकों ने भाग लिया। प्रशिक्षक के रूप में जाने - माने हिन्दी में कम्प्यूटर विशेषज्ञ श्री विनोद कुमार त्रिपाठी उपस्थित थे। कार्यक्रम की शुरुआत में वरिष्ठ हिन्दी अधिकारी ने कहा कि कार्यालय में राजभाषा हिन्दी के कार्यान्वयन को ज्यादा कारगर एवं प्रभावी बनाने के लिये इस तरह का प्रशिक्षण बहुत ही आवश्यक है। हॉलांकि हमारे सभी प्रतिभागी गण कम्प्यूटर पर कार्य करने में सक्षम हैं परन्तु हिन्दी में कार्य करने के लिये थोड़ी सी वैज्ञानिक तौर-तरीके से प्रशिक्षण की जरूरत है। हमें पूर्ण विश्वास है कि आज के इस प्रशिक्षण से आप सभी कार्यालय में कम्प्यूटर पर हिन्दी में कार्य करने में सहजता महसूस करेंगे। यह कार्य श्री त्रिपाठी के उपस्थित रहने से और भी सहज एवं सरल हो गया है। श्री त्रिपाठी का कम्प्यूटर पर कार्य करने और विभिन्न संस्थानों में प्रशिक्षण देने का गहरा अनुभव है। ये अपने अनुभव के आधार पर प्रशिक्षण जैसे गंभीर विषय को सरस कर देते हैं। इनके सिखाने का तरीका बड़ा ही रोचक एवं जिज्ञासा से भरा हुआ है। आइये आप सभी मिलकर इसका लाभ उठायें।

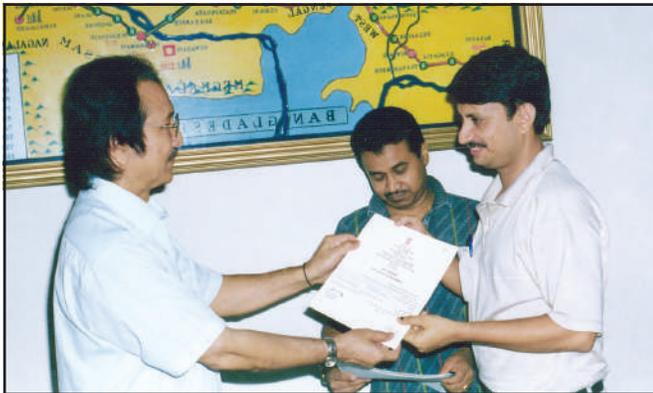
## बधाई

ऑयल इंडिया लिमिटेड के पाइपलाइन मुख्यालय नूनमाटी, गुवाहाटी के अधिकारियों व कर्मचारियों ने भारत सरकार के हिन्दी शिक्षण योजना, राजभाषा विभाग द्वारा आयोजित प्रवीण/प्राज्ञ परीक्षा अच्छे अंकों से पास किए। पाइपलाइन मुख्यालय में दिनांक 28 जून 2007 के दिन आयोजित 'राजभाषा कार्यान्वयन समिति की बैठक' में सभी उत्तीर्ण परीक्षार्थियों को श्री सुरेश चन्द्र बरूआ, महाप्रबंधक (पाइपलाइन-सेवाएं) अपने कर-कमलों द्वारा प्रमाण पत्र वितरित किए।



चित्र में (बांये से दांये) महाप्रबंधक (पाइपलाइन) श्री सुरेश चन्द्र बरूआ से प्रमाण पत्र ग्रहण करते हुए श्री डी.के. दत्त, लेखा विभाग, श्री हरिचरण तालुकदार, यांत्रिक व्यवस्थापन विभाग, श्री अमल बरदलै, लेखा विभाग, श्री नारायण मजुमदार, विद्युत एवं कैथोडिक अनुभाग, जोरहाट, श्री रामचन्द्र पेगु, उप मुख्य अभियंता (विद्युत एवं कैथोडिक), श्री एस.के. चक्रवर्ती, अधीक्षण अभियंता, पीएस-5, श्री अर्पण शर्मा, प्रशासन विभाग

भारत सरकार, नई दिल्ली के हिन्दी शिक्षण योजना, राजभाषा विभाग द्वारा नवम्बर 2006 को आयोजित हिन्दी प्रवीण परीक्षा में पाइपलाइन मुख्यालय, गुवाहाटी के श्री अरिन्दम दास, अधीक्षण अभियंता (पाला-यांत्रिकरण) ने अखिल भारतीय स्तर पर द्वितीय स्थान प्राप्त किया। पाइपलाइन मुख्यालय में दिनांक 28 जून 2007 के दिन आयोजित 'राजभाषा कार्यान्वयन समिति की बैठक' के दौरान श्री सुरेश चन्द्र बरूआ, महाप्रबंधक (पाइपलाइन-सेवाएं) ने अपने कर-कमलों द्वारा श्री दास को प्रशस्ति पत्र से सम्मानित किया एवं ढेर सारी बधाई दी।



चित्र में, श्री अरिन्दम दास, अधीक्षण अभियंता (पाला-यांत्रिकरण), श्री सुरेश चन्द्र बरूआ, महाप्रबंधक (पाला-सेवाएं) के कर-कमलों द्वारा प्रशस्ति पत्र ग्रहण करते हुए।

ऑयल इंडिया लिमिटेड, दुलियाजान, जनरल वर्कशॉप विभाग के भूतपूर्व कर्मचारी श्री चन्द्र बहादुर दमई, (भूतपूर्व पंजीकृत संख्या 9/2284), के पुत्र श्री अमर कुमार दमई ने वर्ष 2006 में Apex Institute of Management, पुणे, महाराष्ट्र से दो वर्षीय MBA (PGDBM) कोर्स, 64.9% अंक प्राप्त कर प्रथम स्थान में उत्तीर्ण किया।



ऑयल न्यूज परिवार की ओर से श्री दमई को इस सफलता के लिए हार्दिक बधाई।

जन सम्पर्क विभाग, दुलियाजान के राजभाषा अनुभाग में दिनांक 8.3.2007 को आयोजित असमिया परीक्षा में निम्नलिखित कर्मचारियों/अधिकारियों ने भाग लिया और अच्छे अंकों से उत्तीर्ण होकर निम्नानुसार प्रोत्साहन पुरस्कार प्राप्त किया।

नाम : सुश्री इ.एल. वाहलंग  
विभाग : रसायन  
वेतन कोड : 6069  
अंकों का प्रतिशत : 61%  
नगद पुरस्कार : 700/-



नाम : श्री गोविंद प्रसाद जैसी  
विभाग : विद्युत  
पंजीकृत संख्या : 10/1253  
अंकों का प्रतिशत : 60%  
नगद पुरस्कार : 700/-



नाम : श्री कुंज बिहारी यादव  
विभाग : सुरक्षा  
पंजीकृत संख्या : 10/2850  
अंकों का प्रतिशत : 58%  
नगद पुरस्कार : 700/-



# অইল নিউজ

ষষ্ঠ ত্ৰিংশতিতম বছৰ, সংখ্যা : ১— দুলীয়াজান, মে'- জুন, ২০০৭

## সমূহ মহাপ্ৰবন্ধক(এছ এছ)ৰ দুআষাৰ ...



প্ৰিয় কৰ্মচাৰীবৃন্দ

শক্তি সম্পদৰ যি চিৰবৰ্দ্ধমান চাহিদা আৰু নতুন নতুন হাইড্ৰকাৰ্বন ভাণ্ডাৰ আৱিষ্কাৰৰ যি প্ৰত্যাহ্বান, তাৰ ফলত গোটেই বিশ্বৰ তেল গেছ উদ্যোগটো পৰিবৰ্ত্তনৰ এক প্ৰক্ৰিয়াৰ মাজেৰে গতি কৰিব লগীয়া হৈছে। আমাৰ ভাৰতবৰ্ষত ইয়াৰ প্ৰত্যক্ষ ফলাফল হিচাপে New Exploration and Licensing Policy ৰ অধীনত উৎপাদন ব্লক লাভ কৰিবৰ কাৰণে দেশী-বিদেশী ই এণ্ড পি কোম্পানী সমূহৰ মাজত ক্ৰমবৰ্দ্ধমান প্ৰতিযোগিতাই গা কৰি উঠা দেখিবলৈ পোৱা গৈছে।

যিহেতু আমাৰ ভাৰতবৰ্ষৰ পেট্ৰলিয়াম চাহিদাৰ ৭০ শতাংশ আমদানি কৰিব লগা হয়, সেয়ে শক্তি সুৰক্ষা (energy security) চৰকাৰৰ অন্যতম উদ্দেশ্যৰ কাৰণ হৈ উঠিছে। আপোনালোকে নিশ্চয় উপলব্ধি কৰিব যে আমাৰ নিজৰ বিকাশৰ কাৰণে প্ৰয়াস চলাই যোৱাৰ লগতে জাতীয় স্তৰৰ দুটা ই এণ্ড পি কোম্পানীৰ এটা হিচাপে আমি আমাৰ উৎপাদন বৃদ্ধিতো গুৰুত্ব দিব লাগিব যাতে দেশৰ শক্তি সুৰক্ষা নিশ্চিতকৰণৰ দিশত আমাৰ অৱদানৰ অংশটো আগবঢ়াব পাৰো।

এই ক্ষেত্ৰত মই দোহাৰিব খুজো যে উত্তৰ-পূৰ্বাঞ্চল বিশেষকৈ অসম আমাৰ প্ৰধান উৎপাদন ক্ষেত্ৰ আৰু অঞ্চলটো যথেষ্ট সম্ভাৱনাময়। কিন্তু দেশৰ এই অঞ্চলত সমাজ কল্যাণ আঁচনি ৰূপায়ণৰ বাটকটীয়া হোৱা সত্ত্বেও, সমাজৰ উন্নয়নৰ্থে লেখত লবলগীয়া প্ৰকল্প গ্ৰহণ কৰা সত্ত্বেও নানান বন্ধ-অৱৰোধ আদিৰ ফলত আমি কাম কৰাত সমস্যাৰ সন্মুখীন হৈছো। আমাৰ কাৰণে এয়া গধুৰ প্ৰত্যাহ্বান আৰু এনেধৰণৰ বাহিৰা শক্তি প্ৰত্যয়ৰে সৈতে মোকাবিলা কৰিবলৈ আমি সকলো একজোঁট হৈ থাকিব লাগিব।

আমাৰ অপাৰেচন কেইঘণ্টামান ষ্টাট ডাউন হৈ থাকিলে কেৱল আমাৰে ক্ষতি নহয়। তাৰ ফলত ৰাজ্যৰ ৰাজকোষও ক্ষতিৰ সন্মুখীন হয়। তেল আৰু প্ৰাকৃতিক গেছৰ উৎপাদন নিম্নগামী হোৱাৰ অৰ্থ হ'ব গ্ৰাহকক দিয়া প্ৰতিশ্ৰুতি ৰক্ষা কৰাত আমি ব্যৰ্থ হৈছো। ইয়ে গৈ chain reaction হৈ কিবা নহয় কিবা প্ৰকাৰে আমাৰ সাধাৰণ জনগণৰ ওপৰত প্ৰভাৱ পেলায়। সেয়ে, আমি আমাৰ উপভোক্তাসকললৈ (stakeholders) শক্তিশালী বাৰ্ত্তা প্ৰেৰণ কৰিব লাগিব যে দেশ, ৰাজ্য আৰু জনসাধাৰণৰ বৃহত্তৰ স্বাৰ্থৰ খাতিৰতে কোনো বাধা-বিপত্তি নোহোৱাকৈ কাম কৰি যাবলৈ অইললৈ সহযোগিতা আগবঢ়াব লাগে।

কোম্পানীৰ ভিতৰ চ'ৰাত কৰ্ম কৌশলসমূহ অহৰহ পুনৰ নিৰীক্ষণ কৰি থাকিব লাগিব। বিশেষকৈ প্ৰযুক্তি ক্ষেত্ৰত আমি শ্ৰেষ্ঠতম প্ৰতিষ্ঠানৰ সমকক্ষ হ'ব পাৰিব লাগিব। এই সন্দৰ্ভত বহুতো আলাপ-আলোচনাৰ পিচত এটা CROFT টীম গঠন কৰা হ'ল যি প্ৰযুক্তিৰ বিষয়টো চোৱাচিতা কৰি প্ৰযুক্তি প্ৰবৰ্ত্তন আৰু পুৰণি প্ৰযুক্তি শুধৰণিৰ বাবে এটা দল গঠন কৰিবলৈ পৰামৰ্শ আগবঢ়ায়। কাৰিকৰী সক্ষমতাৰ বাট প্ৰশস্ত কৰা বা বাধা জন্মাব পৰা বিষয়সমূহ TMT য়ে সমাধা কৰিব বিচাৰিছে। TMT য়ে প্ৰতিষ্ঠানটোৰ কাৰণে 'টেকন'লজী পলিচী' এটাও প্ৰস্তুত কৰিছে যি প্ৰযুক্তি সম্পৰ্কীয় সিদ্ধান্ত আৰু বিনিয়োগৰ ক্ষেত্ৰত পথ প্ৰদৰ্শন কৰিব। এই ধৰণৰ প্ৰযুক্তিয়ে ব্যয় কমোৱা আৰু উৎপাদন বঢ়োৱাৰ লগে লগে অন্যান্য সা-সুবিধা যেনে তথ্য উপলব্ধি, উন্নত সিদ্ধান্ত গ্ৰহণ, বিভিন্ন বিভাগৰ মাজত collaboration বঢ়োৱা প্ৰভৃতি বিষয় সহজ কৰিব। মই দৃঢ়ভাৱে বিশ্বাস কৰো যে প্ৰতিযোগিতাৰ আগশাৰীত থাকিবলৈ হ'লে আমাৰ মানৱ সম্পদক উপযুক্ত জ্ঞান আৰু কাৰিকৰী বিদ্যাৰে সক্ষম কৰি গঢ়ি তুলিব লাগিব। এই সন্দৰ্ভত TMT ৰ প্ৰচেষ্টা, ERP, E & P ডাটা বেংক, CPM / MDI পাঠ্যক্ৰম, ইন-হাউচ কমন লাৰ্ণিং চেণ্টাৰ আৰু বিভিন্ন বি পি প্ৰজেক্ট আদিৰ দৰে নতুন নতুন ধ্যান-ধাৰণাসমূহৰ নাম ল'ব লাগিব যিবোৰে অইল ইণ্ডিয়াৰ বিষয়া-কৰ্মচাৰীক গতিশীল বাণিজ্যিক পৰিবেশৰ প্ৰত্যাহ্বানৰ সন্মুখীন হ'বলৈ সক্ষম কৰি তুলিব।

উপৰোক্ত বিষয় সমূহত মনোযোগ দিবলৈ আৰু প্ৰতিষ্ঠানৰ উন্নতি আনিবৰ কাৰণে আমি চলাই যোৱা প্ৰচেষ্টাত বৰঙণি দিব পৰাকৈ তেওঁলোকৰ চিন্তা-চৰ্চাৰ বিনিময় কৰিবলৈ মই প্ৰতিজন অইল কৰ্মচাৰীকে উৎসাহ যোগাওঁ।

১৫ ১২ ২০০৭

(সত্যেন্দ্ৰ নাথ বৰা)

সমূহ মহাপ্ৰবন্ধক (শ্বেয়াৰ্ড চাৰ্ভিছ)

## নাৰেংগীৰ বাতৰি

বহাগী উৎসৱ - ২০০৭

যোৱা ২৭ আৰু ২৮ বহাগ (ইং ১১ আৰু ২২ মে ২০০৭) অইল ক'লনী নাৰেংগীৰ ৰাজহুৱা প্ৰেক্ষাগৃহত দুদিনীয়া কাৰ্যসূচীৰে বহাগী উৎসৱ উদযাপন কৰা হয়। ২৭ বহাগৰ ৰাতিপুৱা ১০ বজাত এটি বিহু হুঁচৰিৰে উদযাপন সমিতিৰ সভাপতি কেপ্টেইন ললিত চন্দ্ৰ বৰুৱাদেৱক বিহুতলীলৈ আদৰি অনা হয় আৰু সাধাৰণ সম্পাদক শ্ৰীহৰেকৃষ্ণ বৰ্মনে সভাপতিক এখনি ফুলাম গামোচাৰে সন্মায়ণ জনায়। লুইতপাৰ ক্লাবৰ মহিলা সকলে পৰিবেশন কৰা “শ্ৰীময়ী অসমীৰ শীতল কোলাত” সমবেত সংগীতৰে বিহুৰ পতাকা উত্তোলন কৰা হয়। ইয়াৰ পাচতে পাইপলাইন মুখ্যালয়ৰ মহাপ্ৰবন্ধক শ্ৰীযুত সুৰেশ চন্দ্ৰ বৰুৱা ডাঙৰীয়াই বহাগী উৎসৱৰ শুভ উদ্বোধন কৰে। মুখ্য অতিথি শ্ৰীসুৰেশ চন্দ্ৰ বৰুৱা, বিহু সমিতিৰ সভাপতি তথা বিভিন্নজনে পুষ্পাঞ্জলিৰে শ্বহীদ তৰ্পণ কৰে। সভাপতি আৰু মুখ্য অতিথিৰ ভাষণৰ পাছতেই বিহু হুঁচৰিৰে উদ্বোধনী অনুষ্ঠানৰ সামৰণি মৰা হয়।



বহাগী উৎসৱ ২০০৭ শুভ উদ্বোধন কৰিছে শ্ৰীসুৰেশ চন্দ্ৰ বৰুৱা আৰু শ্ৰীৰমেন্দ্ৰ কুমাৰ বৰুৱাই

ক'লনীৰ মহিলা সকলৰ মাজত পিঠাপনা, জাতীয় সাজপাৰ আৰু সদৌ অসম ভিত্তিত বিহুকুঁৱৰী প্ৰতিযোগিতাৰ মাজেৰে দিনটো অতিবাহিত হয়। প্ৰথমদিনাৰ সাংস্কৃতিক সন্ধিয়াৰ উদ্বোধন কৰে পাইপলাইন মুখ্যালয়ৰ মহাপ্ৰবন্ধক শ্ৰীসুৰেশ চন্দ্ৰ বৰুৱাই। সাংস্কৃতিক সন্ধিয়াত মুখ্য অতিথি ৰূপে উপস্থিত থাকি সাংবাদিক সাহিত্যিক শ্ৰীমতী অনুৰাধা শৰ্মা পূজাৰীয়ে সভাৰ সৌষ্ঠৱ বঢ়াই তোলে। শ্ৰীমতী শৰ্মা পূজাৰীৰ বিহুৰ ওপৰত দিয়া তত্পূৰ্ণ ভাষণে সকলো ৰাইজক মোহিত কৰে।



বহাগী উৎসৱ ২০০৭ ৰ সন্ধিয়াৰ সাংস্কৃতিক অনুষ্ঠানৰ শুভ উদ্বোধন কৰিছে। শ্ৰীসুৰেশ চন্দ্ৰ বৰুৱাই। লগত দেখা গৈছে কেপ্টেইন ললিত চন্দ্ৰ বৰুৱা, শ্ৰীমতী অনুৰাধা শৰ্মা পূজাৰী আৰু অইল ইণ্ডিয়া লিমিটেডৰ সমূহ মহাপ্ৰবন্ধক (এছ বী) শ্ৰীপৰেশ চন্দ্ৰ খাউণ্ডক

দ্বিতীয় দিনা অইল ক'লনীৰ ল'ৰা-ছোৱালী সকলৰ মাজত ভেশচন প্ৰতিযোগিতা তথা কণীযুঁজ প্ৰতিযোগিতাৰে দিনৰ কাৰ্যসূচী সামৰা হয়। বহাগী উৎসৱ উদযাপন সমিতিৰ সহকাৰী সাধাৰণ সম্পাদক শ্ৰীঅমূল্য কলিতা আৰু কোষাধ্যক্ষ শ্ৰীনীলকান্ত বৰাই প্ৰতিযোগিতাসমূহ সুকলমে পৰিচালনা কৰে। সন্ধিয়াৰ সাংস্কৃতিক অনুষ্ঠানৰ উদ্বোধন কৰে অইল ইণ্ডিয়া পাইপলাইন প্ৰচালনৰ মূৰব্বী শ্ৰীৰমেন্দ্ৰ কুমাৰ বৰুৱাই। বিশিষ্ট অতিথি ৰূপে উপস্থিত থাকে অইল ইণ্ডিয়া লিমিটেডৰ সমূহ মহাপ্ৰবন্ধক (এছ বী) শ্ৰীযুত পৰেশ চন্দ্ৰ খাউণ্ড। শ্ৰীখাউণ্ডৰ বহুমূলীয়া ভাষণে সমূহ বিহু প্ৰেমী ৰাইজক মন্ত্ৰমুগ্ধ কৰি তোলে। প্ৰতিযোগিতাৰ বঁটা সমূহৰ লগতে সদৌ অসম ভিত্তিত আয়োজিত বিহুকুঁৱৰী প্ৰতিযোগিতাৰ বিজয়ী প্ৰতিযোগীক প্ৰথম ৭০০১ টকা, দ্বিতীয় ৬০০১ টকা আৰু তৃতীয় ৫০০১ টকা নগদ ধনেৰে পুৰস্কৃত কৰা হয়। সাংস্কৃতিক অনুষ্ঠানৰ আঁত ধৰে বহাগী উৎসৱ উদযাপন সমিতিৰ সাংস্কৃতিক সম্পাদক শ্ৰীকমলেশ্বৰ শৰ্মাই। শ্ৰীমতী মনোজোৎস্না মহন্তৰ বিহুসুৰীয়া আধুনিক গীতেৰে বহাগী উৎসৱৰ সফল সামৰণি মৰা হয়।

### উইপচ (অইল চেল)ৰ সমাজ কল্যাণ

অইল ইণ্ডিয়া লিমিটেডৰ মহিলা বিষয়া / কৰ্মচাৰীৰ সন্থা 'উইপচ' অইল চেলৰ দুলীয়াজান শাখাই সদ্যহতে সমাজ কল্যাণমূলক এলানি কাৰ্যসূচী হাতত লৈছে।

মৃগালজ্যোতি পুনৰ সংস্থাপন কেন্দ্ৰই নাৰাৰ্ড আৰু ডি আৰ চিৰ সহযোগত অলপতে ত্ৰিশজন শাৰীৰিক ভাৱে অক্ষম যুৱকক চাইকেল, মটৰ চাইকেল আৰু ম'বাইল মেৰামতিৰ প্ৰশিক্ষণ প্ৰদান কৰি প্ৰতিজনকে একোটাকৈ 'টুল কীট' উপহাৰ দিয়ে যাতে তেওঁলোকে নাৰাৰ্ড আৰু ডি আৰ চিৰ সাহায্যত নিজা ব্যৱসায় স্থাপন কৰিব পাৰে। এই দিশত উইপচ, অইলে দুটা টুলকীট কিনিবৰ কাৰণে যৎসামান্য ৩০০০/- টকাৰ বৰঙণি আগবঢ়ায়। তাৰোপৰি দুগৰাকী দৰিদ্ৰ ছাত্ৰীলৈ সম পৰিমাণৰ অৰ্থ সাহায্য আগবঢ়াই দুলীয়াজান মহাবিদ্যালয়ত নাম ভৰ্তিৰ সুযোগ কৰি দিয়ে।

উল্লেখযোগ্য যে উইপচৰ সদস্যসকলে তেওঁলোকৰ দৰমহাৰ পৰা মাহেকীয়া হিচাবত অত্যন্ত ক্ষুদ্ৰ পৰিমাণ এটি নিজৰ ফাগুত সঞ্চয় কৰে আৰু উপৰোক্ত বৰঙণিসমূহ এই সঞ্চয়ত খনৰ পৰাই আগবঢ়োৱা হৈছে। এনেধৰণেৰে সৰু-সুৰাকৈ হ'লেও সমাজ কল্যাণ কাৰ্য্য অব্যাহত ৰখাত উইপচ অইল সদায়ে আগ্ৰহী।



১২ মে'ত অইল চিকিৎসালয়ৰ ধাত্ৰীসকলে পালন কৰে 'বিশ্ব ধাত্ৰী দিৱস'

## পৰিবেশ, উন্নয়ন আৰু উপভোক্তা সংস্কৃতি (Environment, Development and consumerist culture)

— জয়ন্ত সিং  
সদস্য, ই আৰ পি

পাতনিঃ মোৰ বন্ধু এগৰাকীয়ে তেওঁ আমেৰিকাত পঢ়ি থাকোতে 'ফিল্ডৱৰ্ক' কৰিবলৈ গৈ বিভিন্ন ঠাইত ৰাতি কেম্প কৰি থকাৰ অভিজ্ঞতা বৰ্ণনা কৰিছিল। তেওঁ কৈছিল, কেনেকৈ লগৰ ল'ৰা-ছোৱালীবিলাকে মাখনৰ প্ৰকাণ্ড টুকুৰাবোৰ অলপ অলপ ব্যৱহাৰ কৰি, ঘূৰি অহাৰ সময়ত পেলাই থৈ আহিছিল— অলপো অনুতাপ বা সংকোচবোধ নকৰাকৈ।

মহাত্মাগান্ধীয়ে কৈছে, পৃথিৱীখনত প্ৰত্যেকজন মানুহৰ প্ৰয়োজন পূৰণ কৰিবৰ বাবে যথেষ্ট সম্পদ আছে কিন্তু প্ৰত্যেকজনৰ লোভ সামৰিবৰ বাবে নাই। মানুহক জীয়াই ৰাখিবলৈ কিছু মাত্ৰালৈ সা-সুবিধা বা আৰামৰ আৱশ্যক— কিন্তু তাতেকৈ বেছি হ'লে ই বিকাশতকৈ বাধাৰহে সৃষ্টি কৰে; বৈজ্ঞানিকভাৱে ইয়াৰ প্ৰমাণ হৈছে।

দেখা গৈছে যে আধুনিক উপভোক্তা সংস্কৃতিত মানুহৰ আৰামৰ সাধন বৃদ্ধি কৰাৰ এক অহৰহ প্ৰচেষ্টা চলিছে। এই প্ৰচেষ্টাৰ লগতে জনসংখ্যাৰ বিশেষাৰণে লগলাগি কৰা অত্যাচাৰৰ ফলত পৃথিৱীখনৰ Life supporting System বা Biosphere — যাক আমি একেলগে Producer অৰ্থাৎ শক্তি আৰু সম্পদৰ উৎস, তথা Receiptent অৰ্থাৎ সংগ্ৰাহক বা নিষ্কাশিত পেলনীয়া সামগ্ৰী (waste product) সমূহক সংগ্ৰহণ কৰি সেইবোৰক Recycle কৰি, আমাৰ পুনঃ ব্যৱহাৰৰ বাবে সাজু কৰোঁতা বুলি সম্বোধন কৰোঁ— সেই System আজি ধ্বংস হোৱাৰ পথত।

ইং 2000 চনত ৰাষ্ট্ৰসংঘ প্ৰকাশিত Global Environment Outlook নামৰ তথ্যখনত বিশ্ব পৰিবেশৰ সন্মুখত থিয় দিয়া পাঁচোটা বিপদজনক শিতানৰ কথা উল্লেখ কৰিছে:

- ✓ Freshwater Scarcity বিশুদ্ধ পানীৰ নাটনি
- ✓ Environment Pollution (air, water, land) বাতাবৰণ প্ৰদূষণ (বায়ু, পানী, মাটি)
- ✓ Invasive species অধিক্ৰমক প্ৰজাতি
- ✓ Reduction in Human immunity to disease বেমাৰ-আজাৰত মানুহৰ হ্রাস
- ✓ Fisheries collapse মীনপালন ধ্বংস

আৰ্থিক উন্নয়নৰ নামত মানুহে পৰিবেশৰ ওপৰত চলাই অহা ধ্বংসকাৰ্য্যৰ পৰিণাম হিচাপে এই বিপৰ্য্যয়সমূহ পৰিলক্ষিত হৈছে। এটা সাধাৰণ সমীকৰণৰ সহায়ত এই কথা বুজিবলৈ চেষ্টা কৰোঁ আহক,

$$\text{Environment Impact (Negative)} = \text{Population} \times \text{Standard of living} \times \text{Technology}$$

(জনসংখ্যা বৃদ্ধি আৰু জীৱিকা নিৰ্বাহৰ স্তৰ, এই দুটা পৰিবেশৰ বিপৰীতকাৰক; আনহাতে, প্ৰযুক্তি ধণাত্মককাৰক)

বিকাশ - ধনী দুখীয়াৰ মাজৰ ব্যৱধান

ধনী দেশ সমূহে ২৫% অতকৈও কম জনসংখ্যাৰে ৮৬% অতকৈও বেছি প্ৰাকৃতিক সম্পদ তথা শক্তিৰ উৎস ভোগ কৰি আছে আৰু সেই অনুপাতে বাতাবৰণ বা পৰিবেশত প্ৰদূষণৰ সৃষ্টি কৰিছে। পশ্চিমীয়া ডেকা-গাভৰুৰ প্ৰিয় Sports Car, যাক Fuel Guzzler (ইন্ধন ভক্ষক) বুলিও কোৱা হয়, ইয়াৰ এক অন্যতম উদাহৰণ। Natural Capitalism নামৰ ৰচনাখনত Paul Hawken নামৰ বৈজ্ঞানিকজনে উল্লেখ কৰিছে যে মাৰ্কিন উদ্যোগবিলাকে আৱশ্যকৰ ১০০ গুণ প্ৰাকৃতিক সম্পদ তথা শক্তি অপচয় কৰে— প্ৰতিটো সামগ্ৰী তৈয়াৰ কৰিবলৈ বা প্ৰতিজন গ্ৰাহকক সেৱা আগবঢ়াবলৈ।

উন্নয়নশীল বা দুখীয়া দেশসমূহে অভিযোগ কৰে যে ধনী দেশবোৰে ইতিমধ্যে কৰি অহা এনে ধ্বংসলীলাৰ ফলত আজি পৃথিৱীৰ এই দুৰৱস্থা। তেওঁলোকে অচিৰেই এই অপসংস্কৃতি প্ৰসাৰত গতিৰোধ লগাব লাগিব - অন্যথাই ভৱিষ্যত প্ৰজন্মৰ বাবে প্ৰাকৃতিক সম্পদ তথা শক্তিৰ উৎসৰ এক আকালৰ সৃষ্টি হ'ব।

ইফালে ধনী দেশসমূহে যুক্তি দৰ্শাইছে যে, উন্নয়নশীল দেশবোৰে পুৰণিকলীয়া, পৰম্পৰাগত আৰু অবিজ্ঞানসন্মত প্ৰথাৰে প্ৰাকৃতিক সম্পদ তথা শক্তি অপব্যয় কৰা বাবে কাৰ্যক্ষমতাৰ প্ৰচুৰ অভাৱত সম্পদৰ বিনষ্ট হোৱাৰ উপৰিও প্ৰদূষণৰ বৃদ্ধি হৈছে।

অৰ্থাৎ পৃথিৱীখনক বচাবলৈ হ'লে আমি বিকাশৰ হাৰটো কমাই আনিব লাগিব যেন লাগে, বা Optimisation কৰিব লাগিব, যাতে সম্পদ-উৎসৰ ওপৰত হেঁচা কমকৈ পৰে আৰু প্ৰদূষণৰ প্ৰকোপ ক্ৰমান্বয়ে কম হয়। কিন্তু, আন এক সমীক্ষামতে দেখা গৈছে যে ৮০% অতকৈ অধিক দেশ আৰু ৮০% পৃথিৱীৰ জনসংখ্যাৰ বাবে উন্নয়ন নিত্যন্তই প্ৰয়োজন; কাৰণ, তেওঁলোকৰ আজিৰ Per Capita Income দহ বছৰ আগতকৈ কমিহে গৈছে। অন্য অৰ্থত ধনী আৰু দৰিদ্ৰৰ মাজৰ ব্যৱধান আগতকৈ বাঢ়িহে গৈছে। Income Ratio বা আয়ৰ অনুপাত =

$$\begin{aligned} \frac{1}{5} \text{th of world's Richest} &: \frac{1}{5} \text{th of world's Poorest} \\ &= 30 : 1 \quad (1960) \\ &= 60 : 1 \quad (1990) \\ &= 74 : 1 \quad (1997) \end{aligned}$$

বিজ্ঞান তথা আধুনিক প্ৰযুক্তিৰ বিকাশৰ বলত আজি যোগাযোগ ব্যৱস্থা ইমানেই উন্নত হৈছে যে ধৰাখন এখন Global Village অলৈ পৰিণত হৈছে। প্ৰদূষণ আৰু প্ৰাকৃতিক সম্পদ হ্রাসৰ ক্ষেত্ৰতো এই কথা সমানেই প্ৰযোজ্য। প্ৰাকৃতিক সম্পদ, বিশেষকৈ Fossil Fuel ৰ উৎস নিচেই সীমিত; এইবোৰ উৎপাদন হ'বলৈ কোটি কোটি বছৰ লাগে কিন্তু অতি কম সময়তে ব্যৱহাৰ কৰি ক্ষয় কৰিব পাৰি। প্ৰদূষণৰ ক্ষেত্ৰতো— পৃথিৱীৰ এটা চুকত কৰা প্ৰদূষণে গোটেই পৃথিৱী বিয়পাই সমস্যাৰ সৃষ্টি কৰিব পাৰে। জলবায়ু পৰিবৰ্তন, আৰু গোলকীয় উষ্ণতা আজি সৰ্বপৰিচিত আৰু সৰ্বচৰ্চিত বিষয় (ইংৰাজীত Buzzwords...)। সময় বাগৰি যোৱাৰ লগে লগে পৃথিৱীৰ জলবায়ু, বতৰ আদিৰ যথেষ্ট তাৰতম্য ঘটা দেখিবলৈ পোৱা গৈছে। 'চুনামী' আৰু 'হাৰিকেন কেট্ৰিনা' আদি ভয়লগা নামবোৰ যেন আজি বেছিকৈ শুনিবলৈ পোৱা গৈছে। নানা ধৰণৰ কলকাৰখানা, দ্ৰুতগামী যান-বাহন আৰু অস্ত্ৰ-শস্ত্ৰ চলাবলৈ উচ্চহাৰত শক্তি ব্যৱহৃত হোৱা আৰু ফলতে এইবোৰৰ পৰা নিৰ্গত হোৱা প্ৰদূষণকাৰক পদাৰ্থবোৰে কৰা পাৰ্শ্বক্ৰিয়া কাৰ্য্যবোৰে পৰিবেশত এনেবোৰ বিসংগতি আনিছে।

পৰিবেশনো কি? আইনষ্টাইনে কৈছে— Everything except me.....! অৰ্থাৎ, পৰিবেশ মানে, 'মোৰ বাহিৰে আন সকলোবিলাক....' আমাৰ চাৰিওফালে থকা স্থলভাগ, জলভাগ, বায়ু, গছ-গছনি, জীৱজন্তু, কীট-পতঙ্গ, সূক্ষ্ম-সূক্ষ্ম অণুজীৱ আদিৰে আমাৰ পৰিবেশ গঠিত হৈছে। এই সকলোবিলাক উপাদানৰ মাজত এক নিবিড় সম্বন্ধ আছে, যিটো অতি ঠুনুকা (Delicate / Fragile) আৰু জটিল। বৰ্তমান সময়ত পৰিবেশৰ এই সূক্ষ্ম ভাৰসাম্য (Fine-balance) ৰ অৱনতি ঘটিছে, যাৰ ফলত নিতৌ নতুন নতুন অশুভ আৰু অপকাৰী প্ৰাকৃতিক (নে অ-প্ৰাকৃতিক!) ঘটনাই পৃথিৱীখনক জুৰুলা কৰিছে। পৃথিৱীৰ উষ্ণতা বৃদ্ধি আৰু অ'জন স্তৰৰ অৱক্ষয় (Ozone Layer Depletion) এই দুটা ঘাই পৰিলক্ষণীয় সূচক স্বৰূপ।

বিশেষকৈ মানুহৰ কাৰ্যকলাপৰ বাবেই যে সেউজগৃহ গেছ (Anthropogenic activities and Green House Gas) সমূহৰ পৰিমাণ বাঢ়িছে সেই কথা বৈজ্ঞানিক তথ্যৰে প্ৰমাণিত হৈছে। বাস্তৱসংঘৰ শেহতীয়া তথ্যমতে এই শতিকাৰ ভিতৰতে বহুতো সৰু সৰু দ্বীপ আৰু সাগৰীয় উপকূল অঞ্চল পানীৰ তলত বুৰ যাব। পৃথিৱীৰ ৫০% জনসংখ্যা হেনো এনে উপকূলীয় অঞ্চলতহে বাস কৰে (উদাহৰণ—বাংলাদেশ!), তেন্তে ভাবি চাওক কি দশা হ'ব পাৰে।

যদিও আমাৰ ধৰ্মশাস্ত্ৰবোৰত আমাক সামান্য বা সীমিত প্ৰয়োজনত (Simple living High Thinking ইত্যাদি) জীৱন অতিবাহিত কৰিবলৈ, ভৱিষ্যতৰ বাবে সম্পদ সঞ্চয় কৰিবলৈ, অন্যজীৱ বা প্ৰকৃতিৰ আন আন উপাদান সমূহলৈ উদাৰ মনোভাৱ দেখুৱাই মানুহৰ জীৱন আৰু পৰিবেশৰ মাজত এক নিৰ্দিষ্ট ভাৱসাম্য ৰক্ষা কৰিবলৈ উপদেশ দিয়া আছে—চতুৰ (আচলতে মূৰ্খ) মানৱে ভৌতিক বা আৰ্থিক বিকাশৰ নামত এই মহান তথা সাৰুৱা বচন সমূহক হয় আওকাণ কৰি আহিছে নতুবা এইবিলাকৰ ভুল interpretation (ভাৱান্তৰ) কৰি আহিছে যাৰ ফলত আজি ধৰাখন আমাৰ নিজৰে বসবাস কৰিবলৈ উপযুক্ত নোহোৱা যেন ভাব হৈছে—ভৱিষ্যত সন্তান-সন্ততি লৈ এক উন্নত, সুন্দৰ প্ৰকৃতি পৰিবেশৰ সংৰক্ষণ উপহাৰ দি যোৱাটো দূৰৈৰ কথা!

পৰিবেশ বিপ্লৱৰ ঘটনাক্ৰম

১৯৬২ চনত ৰাচেল কাৰছন নামৰ মাৰ্কিন সামুদ্ৰিক-জীৱবিজ্ঞানী মহিলা এগৰাকীয়ে Silent Spring নামৰ কিতাপ এখনৰ মাজেৰে DDT আদি কীটনাশকৰ ব্যৱহাৰে মানুহ আৰু আন জীৱৰ স্বাস্থ্যলৈ নানি অহা বিতীৰ্ণিকাৰ কথা সুন্দৰভাৱে বৰ্ণনা কৰে। ইয়াৰ পাচতেই DDT অৰ ব্যৱহাৰ নিষিদ্ধ কৰাৰ ওপৰিও আমেৰিকাৰ লগতে পশ্চিমীয়া দেশবোৰত পৰিবেশৰ প্ৰতি সামূহিক সচেতনতাৰ জাগৰণে গতি বেগ লোৱা বুলি বহলভাৱে জনা যায়।

১৯৭২ চনৰ ৫ জুনৰ পৰা ১৪ জুনলৈ ষ্টোকহোমত ১১৪ দেশে মিলি কৰা পৰিবেশ আলোচনা চক্ৰত, 'জলবায়ুৰ ওপৰত মানুহৰ হেঁচাৰ অধ্যয়ন (Study of Man's Impact on climate) নামৰ তথ্যখনি প্ৰকাশ হয়। ইয়াতেই United Nation's Environment Programme চমুকৈ UNEP নামৰ সংস্থাটোৰ জন্ম হয়। প্ৰথমবাৰৰ বাবে 'One Earth' শব্দটোক সকলোৱে একেলগে স্বীকৃতি প্ৰদান কৰে।

১৯৮৭ চনত নৰৱেৰ প্ৰথম মহিলা প্ৰধানমন্ত্ৰী শ্ৰীমতী G.H. Brundt land মহোদয়ই World commission on Environment and Development নামৰ সংস্থানটোৰ আয়ুক্ত হিচাপে নিৰ্বাচিত হৈ Our Common Future নামৰ বিখ্যাত ৰচনা প্ৰকাশ কৰে। এই বছৰতে কানাডাৰ মণ্ডল চহৰত অন্যতম বিখ্যাত চুক্তি 'Montreal Protocol' স্বাক্ষৰিত হয়, যাৰ দ্বাৰা উন্নত দেশসমূহে ১৯৯৬ চনৰ ভিতৰত অ'জন স্তৰৰ ধ্বংসকাৰী শীত-তাপ নিয়ন্ত্ৰণত অপৰিহাৰ্য CFC ৰসায়ন নিষিদ্ধ কৰিবলৈ প্ৰতিশ্ৰুতিবদ্ধ হয়। CFC অক ODS অৰ্থাৎ Ozone depleting Substance ৰূপে জনা যায়। বায়ুমণ্ডলৰ Stratosphere স্তৰটোত অ'জন গেছৰ এটা তৰপ আছে, যিয়ে আমাক সূৰ্যৰ অত্যন্ত ক্ষতিকাৰক অতি বেঙুনীয়া (Ultraviolet) ৰশ্মি কেইবিধৰ পৰা ৰক্ষা কৰে। UV ৰশ্মিৰ প্ৰকোপত অষ্ট্ৰেলিয়া আদি দেশত Skin Cancer অৰ নিচিনা ৰোগৰ ব্যাপক বৃদ্ধি হোৱা দেখা গৈছে। দৃষ্টিহীনতা বৃদ্ধি পোৱাৰ ই আন এটা কাৰণ। CFC অৰ ৰাসায়নিক ক্ৰিয়াৰ ফলত অ'জন স্তৰৰ ঠায়ে ঠায়ে বিন্ধা বা ছেদ হোৱা (Ozone Hole) বুলি বৈজ্ঞানিকসকলে ধৰা পেলাইছে। অ'জন স্তৰৰ অৱক্ষয় জলবায়ু পৰিবৰ্তন পৰিঘটনাৰ অন্যতম কাৰক। বৈজ্ঞানিকসকলে এইটোও কৈছে যে আজি CFC উৎপাদন সম্পূৰ্ণ বন্ধ হৈ গৈছে যদিও ইতিমধ্যে বায়ুমণ্ডলত এৰি দিয়া অণুবোৰে

অনন্ত কাললৈ ধ্বংসলীলা অব্যাহত ৰাখিব; কাৰণ, CFC অত থকা ক্ল'ৰিণ এক Persistent chemical আৰু প্ৰতিটো ৰাসায়নিক ক্ৰিয়াৰ (অ'জন অণুক বিভাজন কৰি) অন্তত ই নিষ্ক্ৰিয় হোৱাৰ বিপৰীতে পুনৰ সক্ৰিয় হৈ যায়।

ভাৰতত ১ জানুৱাৰী, ২০০৩ ৰ পৰা CFC ক নিষেধ কৰা হৈছে। বিকল্প HCFC-22 বা R-22। ভাবিলে আচৰিত লাগে মাৰ্কিন উদ্যোগ সত্ৰাট DUPONT আৱিষ্কৃত CFC অৰ জনমূৰি উৎপাদন / উপভোগৰ অংকক এটা সময়ত এখন দেশৰ উদ্যোগিক বিকাশৰ মানদণ্ড হিচাপে গণনা কৰা হৈছিল; আজি ইয়াক মানৱ সভ্যতাৰ বিকাশৰ শত্ৰু গণ্য কৰা হ'ল। ১৯৯২ চনত ব্ৰাজিলৰ Rio De Janero অত অনুষ্ঠিত EARTH SUMMIT নামৰ মহাসভাখনত 'বহনক্ষম উন্নয়ন' (Sustainable Development) বা SD শব্দ / পদটোৰ জন্ম হয়। পৃথিৱীৰ ভিন ভিন দেশৰ চৰকাৰী কাম কাজবোৰ এক বিশ্ব মানদণ্ড ৰক্ষা কৰি চলাবৰ বাবে SD নীতি সমূহক Commonly Shared Policy Guideline হিচাপে গ্ৰহণ কৰিবলৈ এই সভাত সকলোককে মান্তি কৰোৱা হয়। অৰ্থাৎ পৰিবেশ বিষয়টোক একেটা সাধাৰণ (Common) নীতি-নিয়মৰ মাজেৰে পৰিচালনা কৰিবলৈ সকলো পৃথিৱীবাসী মোটামুটিভাৱে একমত হ'ল।

ইয়াৰ পাচত ১৯৯৭ চনত জাপানৰ Kyoto চহৰত ১২২ খন দেশে Kyoto Protocol চুক্তি স্বাক্ষৰ কৰি Co<sub>2</sub>, CH<sub>4</sub> N<sub>2</sub>O কে আদি কৰি ডটা সেউজ গৃহ গেছ (GHG) ৰ নিৰ্গমন হ্রাস কৰি গোলকীয় উষ্ণতা (Global warming) তথা জলবায়ু পৰিবৰ্তন (Climate Change) ৰ প্ৰকোপৰ পৰা বিশ্ব পৰিবেশক ৰক্ষা কৰিবলৈ প্ৰতিজ্ঞাবদ্ধ হয়। এই চুক্তিমতে উন্নত দেশবোৰে GHG ৰ পৰিমাণ ১৯৯০ চনৰ মাত্ৰাতকৈ ৫.৪% হাৰৰ পৰিমাণ ২০০৮-২০১২ চনৰ ভিতৰত কমাৰ লাগিব।

বহনক্ষম উন্নয়ন (Sustainable development)

SD বিকাশৰ এনে এক স্বৰূপ য'ত তিনিটা মূলমন্ত্ৰ সুনিশ্চিতভাৱে সন্নিৱিষ্ট কৰা থাকে। সেইবোৰ হ'ল—

আৰ্থিক উন্নয়ন (Economic Development)

সামাজিক বিকাশ (Social Development)

পৰিবেশ সংৰক্ষণ (Environment Preservation)

SD ৰ এই তিনিটা লাইখুটা সমানে শক্তিশালী হ'লেহে মানৱ সভ্যতাৰ প্ৰকৃত আৰু ধাৰাবাহিক (Continuous) বিকাশ সম্ভৱপৰ হ'ব, লগতে, পৃথিৱীখন মানৱজনিত কাৰণত ধ্বংস হোৱাৰ পৰা ৰক্ষা পৰিব।

SD ৰ মূল দৰ্শনটো হ'ল প্ৰতিটো প্ৰজন্মই পৃথিৱীৰ প্ৰাকৃতিক সম্পদ বা আন উপাদান সমূহক Capital বা Principal (মূলধন) হিচাপে ৰাখি ইয়াৰ সুতাংশৰ (Interest) বৃদ্ধিখিনিকহে ভোগ (Consume) কৰি যাব লাগিব, যাতে মূলধন ভৱিষ্যত প্ৰজন্মৰ বাবে অক্ষত অৱস্থাত অটুট থাকি যায়। এজন বিখ্যাত ব্যক্তিয়ে কৈছে, 'আমি আমাৰ পৃথিৱীখনক আমাৰ দেউতা-ককাদেউতাৰ পৰা উত্তৰাধিকাৰী স্বত্ব হিচাপে পোৱা বুলি নাভাবি, আমাৰ পো-নাতিৰ পৰা ঋণ হিচাপে লোৱা বুলিহে জ্ঞান কৰা উচিত' (তেতিয়াহে এৰি থৈ যাওঁতে অটুট ৰাখি থৈ যোৱাৰ চিন্তাটো আহিব ....)।

SD ৰ তত্বটো কানাডাৰ East coast Fishery ৰ এটা সুন্দৰ উদাহৰণৰ দ্বাৰা বুজাব পৰা যায়। এসময়ত কানাডাৰ পূব উপকূলীয় প্ৰান্তৰ এই মৎসভাণ্ডাৰখন মূল্যবান কড় মাছেৰে ভৰপূৰ এখন বিশাল উদ্যোগৰ কেন্দ্ৰস্থল আছিল। ইয়াৰ চাৰিওফালে গঢ় লৈছিল বহুতো সুন্দৰ গাঁও আৰু তাত বাস কৰা মাছমৰীয়া লোকৰ বাবেৰহণীয়া সংস্কৃতি। মৎস ব্যৱসয়ে উন্নতি কৰাৰ লগে লগে ইয়াৰ বাসিন্দাসকলৰ আৰ্থিক তথা সামাজিক অৱস্থাই অভূতপূৰ্ব সাফল্য প্ৰাপ্ত কৰিলে। কিন্তু ইয়াতে কথা এটা হৈ গ'ল; মানুহৰ স্পৃহা বা বাসনা অসীম অথচ, ইয়াৰ ভৌতিক উৎস

নিচেই সীমিত। Fishery খনৰ বহন ক্ষমতাক উলাই কৰি মাছমৰীয়াসকলে তেওঁলোকৰ দৈনিক মৎস উৎপাদনৰ হাৰ বৃদ্ধি কৰি যাব ধৰিলে। অৱশেষত এটা দিন আহিল— মাছ উৎপাদন ভাৰি নোৱাৰাকৈ কমি গ'ল। লাহে লাহে গোটেই উদ্যোগটোৰ এদিন পতন হ'ল, লগতে নিঃশেষ হৈ গ'ল বহু যুগ ধৰি গঢ়ি উঠা এটা প্ৰান্তৰ এক অমূল্য সংস্কৃতি অৱশেষত....

আধুনিক উপভোক্তা সংস্কৃতি (consumerist culture) ৰ বশবৰ্তী হৈ মানুহে পৰিবেশৰ ওপৰত যি অত্যাচাৰ অহৰহভাৱে চলাই যাব ধৰিছে, ইয়াৰে আৰু লগতে ইয়াৰ পৰিণামবোৰৰ কিছু উদাহৰণ উল্লেখ কৰি ৰচনাটি সমাপ্ত কৰিলো। সামৰণি মৰা বা নীতি শিক্ষা সংযোজন কৰাৰ দৰে তত্ত্বগ্ৰন্থৰ দায়িত্বখিনি জ্ঞানী আৰু সচেতন পাঠকলৈ বুলি এৰিলো।

● ভাৰতত ৯ নিযুত টন শস্যৰ উৎপাদন কমিব পাৰে— জলবায়ু পৰিবৰ্তনৰ ফলত। ২°C উষ্ণতা বৃদ্ধি আৰু ৭% বৰ্ষা বৃদ্ধি হ'লে কৃষি ৰাজহ ১২% কমি যাব।

● ১৯৬০ চনত তামিলনাড়ু চৰকাৰে কাবেৰী নদীত Mettur Dam সাজে। কৃষকসকলে গ্ৰীষ্মকালীন খাৰিফ শস্য 'কুৰৱাই' (Kuruai Crop) ৰ দ্বাৰা লাভান্বিত হয়। পৰম্পৰাগতভাৱে তামিলনাড়ুত শীতকালীন 'Sambha' শস্যৰহে খেতি কৰিছিল, দক্ষিণপূব মৌচুমী বতাহৰ প্ৰভাৱত পোৱা বৰষুণৰ সহায়ত। ইফালে কৰ্ণাটকে গ্ৰীষ্মকালীন শস্য খেতি কৰা বাবে— দুই ৰাজ্যৰ খেতিৰ সময় পৃথক পৃথক হোৱাত পানীৰ অভাৱ পূৰণ হোৱাত সহায় হৈছিল। কুৰৱাই শস্যৰ প্ৰবৰ্তনে এই সাম্যতা নষ্ট কৰে।

ইয়াৰ ওপৰিও কুঁহিয়াৰ খেতি (পানীৰ প্ৰয়োজন বেছি হয়) কৰিবলৈ লোৱা বাবে পানীৰ নাটনি বাঢ়ে।

আৰু আজি পানীৰ বাবে এই দুই ৰাজ্যৰ মাজত চলি থকা দ্বন্দ্বযুদ্ধৰ কথা সকলোৱে জানে।

● তৃতীয় বিশ্বযুদ্ধ পানীৰ বাবে হ'ব বুলি বিদ্বানসকলে ভৱিষ্যতবাৰ্তা কৰে।

● বজাৰত কিনিবলৈ পোৱা বটলত ভৰোৱা পানীত কীটনাশক দ্ৰব্যৰ মাত্ৰা গ্ৰহণযোগ্য সীমাতকৈ এশ গুণৰো অধিক পোৱা গৈছে। Organo chlorine আৰু Organo phosphorous জাতীয় এই ৰাসায়নিক দ্ৰব্যবোৰ এবাৰ শৰীৰত প্ৰবেশ কৰিলে বহু বছৰলৈকে ওলাই নাযায়। স্নায়ুতন্ত্ৰক ধ্বংস কৰাৰ ওপৰিও এইবোৰে Liver Cancer, Kidney damage, ৰোগ প্ৰতিৰোধকাৰী ক্ষমতা নাইকিয়া কৰা আৰু Birth Defect আদি হানিকাৰক অৱস্থাৰ সৃষ্টি কৰিব পাৰে।

● অন্ধ্ৰপ্ৰদেশৰ নালগণ্ডা জিলাৰ তিনিখন গাওঁ পঞ্চায়তে নিতৌ গা ধোৱাটো নিষিদ্ধ কৰিছে। ফৰমান জাৰি কৰিছে এনেধৰণে—

- ✓ চাৰি দিনত এবাৰ গা ধুব লাগিব
- ✓ দহ দিনত এবাৰ কাপোৰ ধুব পাৰিব
- ✓ অন্যথাই দণ্ড ৫০০/টকা জৰিমনা।

(উল্লেখযোগ্য যে এখন গাঁৱৰ ৩০০ টা পানীকল (Borewells) ভিতৰত মাত্ৰ ১০ টাতহে পানী ওলায়)

## অভিমত

## অইলৰ সমাজৰ প্ৰতি দায়বদ্ধতা

\* শ্ৰীবিমল বৰা

অইল ইণ্ডিয়াই অসমৰ জাতীয় জীৱনৰ কাৰণে যে কাম কৰি আছে তাক দুনাই কোৱাৰ প্ৰয়োজন নাই। অইলৰ সেই কামৰ ভিতৰত Public Relations Department এ এটা উল্লেখনীয় পদক্ষেপ হাতত লৈছে। সেইকাৰণে অইল ইণ্ডিয়াই তেওঁলোকৰ এলেকাৰ গাঁৱৰ খাটি খোৱা দুখীয়া মানুহখিনিৰ কাৰণে যি কৰিছে তাক আমি স্ব-চকুৰে দেখাৰ সৌভাগ্য হ'ল। যাৰ কাৰণে মই প্ৰথমে Public Relations Department লৈ (বিশেষকৈ ট্ৰিভি হাজৰিকালৈ) আন্তৰিক ধন্যবাদ জ্ঞাপন কৰিলো।

অইল ইণ্ডিয়াই SIRD ৰ সহযোগত বিভিন্ন আঁচনি গাঁওবিলাকত ৰূপায়ণ কৰিছে। তাৰ ভিতৰত বোৱা-কটা শিক্ষা, এম্বুডাইৰী শিক্ষা, মীন পালন, পশুপালন, গাঁৱৰ দুখীয়া ছাত্ৰ-ছাত্ৰীলৈ Computer শিক্ষা আদিয়েই প্ৰধান। উপৰোক্ত শিক্ষাৰ উপৰিও তেওঁলোকে বাণিজ্যিকভাৱে সামগ্ৰী উৎপাদন কৰি সেইবোৰ বিক্ৰিৰো ব্যৱস্থা কৰি নিবনুৱা সমস্যা ৰোধ কৰাত সহায় কৰিছে।

উদাহৰণ স্বৰূপে অইলৰ আৰু SIRD ৰ সহযোগত পাটমুগাৰ কাপোৰ উৎপাদন কৰিছে। কিন্তু এটা কথা গম পালো অইল ইণ্ডিয়াই SIRD ৰ সহযোগত তথা গাঁৱৰ নিবনুৱা ছোৱালী-বোৱালীৰ সহযোগত অকল পাট মুগাৰ মহিলা চাদৰ আদি উৎপাদন কৰাত জড়িত থকা নাই লগতে পাট মুগাৰ চাৰ্ট, টাই, আদিও উৎপাদন কৰিছে, যিটোৰে শৰীৰত U. V. light সোমোৱাত বাধা দিয়ে।

উপৰোক্ত আঁচনি সমূহ পৰিদৰ্শন কৰি গম পালো যে এই সমূহ ৰূপায়ণ কৰোতে সম্পূৰ্ণ বৈজ্ঞানিক পদ্ধতি অৱলম্বন কৰিছে যিটো বৰ্তমান সমাজৰ কাৰণে অতি দৰকাৰী।

অইলে এই আঁচনি সমূহ ৰূপায়ণ কৰোতে সম্পূৰ্ণ সফল হোৱাৰ লগতে তেওঁলোকে এটা থলুৱা সংস্কৃতি আগবাঢ়ি যোৱাত সহায় কৰিছে যিটো ভাবিবলগীয়া কথা। কিয়নো থলুৱা সংস্কৃতি অবিহনে সমাজ তথা দেশৰ উন্নতি কেতিয়াও নহয়। লগতে অইলে গুৰুত্ব দিছে গুণগত সম্পন্ন সামগ্ৰী উৎপাদন কৰাত।

মই এই আঁচনি সমূহ প্ৰত্যক্ষ কৰি তথা ইয়াৰ লগত জড়িত মানুহবিলাকৰ লগত কথা পাতি এটা অনুভৱ কৰিলো— অইল ইণ্ডিয়াই এই আঁচনি ৰূপায়ণ কৰি সম্পূৰ্ণ সফল হৈছে। ইয়াৰ লগত জড়িত মানুহৰ মনবিলাক অধ্যয়ন কৰি এটা অনুভৱ কৰিলো যে তেওঁলোক মানসিক ভাৱে সুখী। তেওঁলোকৰ আছে এই সমূহ আগ্ৰহ।

শেষত মই এইটো ক'ব খোজো যে অইল ইণ্ডিয়াই গাঁৱৰ দুখীয়া নিচলা মানুহখিনিৰ মুখত এটা সফলতাৰ হাঁহি বিৰিঙাব পাৰিছে যিটো অইলৰ ডাঙৰ সাফল্য বুলি মই ভাবো।

অইলৰ এই পদক্ষেপক মই আদৰ্শগণি জনোৱাৰ লগতে ভৱিষ্যতে আৰু নতুন নতুন আঁচনি সমাজলৈ আনি সমাজ তথা দেশৰ উন্নতি কৰাত বৰঙণি যোগাব বুলি আশা কৰিলো ?

\* একজিকিউটিভ ট্ৰেইনী, সামগ্ৰী বিভাগ, অইল ইণ্ডিয়া লিমিটেড

## দুলীয়াজান ক্লাব পৰিক্ৰমা



২০ জুন তাৰিখে ক্লাবে আয়োজন কৰা ববীন্দ্র আৰু বাভা দিৱস উদ্বোধন কৰে জি জি এম (এছ বি) শ্ৰীপৰেশ চন্দ্ৰ খাউণ্ডে



জুনৰ ২ তাৰিখে আয়োজন কৰা টেনিচ প্ৰশিক্ষণ শিবিৰ মুকলি কৰিছে জি জি এম (এইচ আৰ এণ্ড এ) শ্ৰী অশোক আনন্দে

## কৰ্মচাৰীৰ অৱসৰ



সুৰক্ষা বিভাগ



সুৰক্ষা বিভাগ



পৰিবহন বিভাগ



পৰিবহন বিভাগ



পৰিবহন বিভাগ

## প্ৰতিশোধৰ পথ

\* ফিৰোজ খাউণ্ড

পূৰ্বাভাষ :

প্ৰাৰম্ভতে পঢ়োতালৈ প্ৰণাম।

প্ৰচলিত পৰিয়াল পত্ৰিকা (অইল নিউজ)ত প্ৰকাশৰ প্ৰত্যাশাৰে প্ৰিয়সকলৰ পাল্লাত পৰি, পোন্ধৰটকীয়া পেনটোৰে পঁচিশটকীয়া পেডবুকৰ পৃষ্ঠাকেইটামান পূৰালো। পত্ৰিকাত প্ৰকাশৰ প্ৰয়োজনীয় “প্ৰবন্ধ পাতি”ৰ প্ৰবন্ধ পৰিহৰি, পাকে - প্ৰকাৰে পোন প্ৰথমবাৰলৈ ‘পাতি’ প্ৰণয়নৰ পদক্ষেপেই, পগলাৰ প্ৰলাপতুল্য, “প্ৰতিশোধৰ পথ”।

প্ৰিয় পাঠক ; পঢ়কচোন -

(গলপৰ) ‘প’ -টোহে পৰিস্ফুট, পৰিমৰা পাণ্ডুলিপিত প্ৰথমৰ পৰা পৰিসমাপ্তিলৈকে ‘প’ - টোকেই পাব।

পুনৰবাৰ পূজা পালেহি। পূজাৰ পৰিদৃশ্যমান পয়োভৰৰ প্ৰকোপত পথসমূহ পথিকেৰে পৰিপূৰ্ণ। পঞ্চমীৰ পূৰাৰে পৰা প্ৰত্যেকখন পূজামণ্ডপতে পৰম্পৰাগত পূজাৰ পৰিবেশ পৰিদৃশ্যমান। পৃথক পৃথক পঁপা, পুতলা, পিষ্টলৰ পোহাৰসমূহে প্ৰচণ্ড প্ৰতিযোগিতা পাতিছে। পুৰি - পেৰা - পৰঠাৰ পোহাৰবোৰৰ ‘পূৰ্ণাহুতি’ৰ পৰিপ্ৰেক্ষিতত পেট পিঠি প্ৰমালিঙ্গনবদ্ধ। পৰিমৰা পৰিবেশকবোৰক পেটুৱা পৰিচালকে পাৰ্য্যমানে পোনাইছে। প্ৰকৃষ্ট পোছাক পিন্ধা প্ৰতিজনেই প্ৰদৰ্শনৰ প্ৰচেষ্টাত প্ৰবৃত্ত। পীণোনত পয়োধৰ প্ৰকটকৈ প্ৰকাশি, পাতল পোছাক পৰিহিতা পৰীসকলৰ পাদচাৰণত পূজাৰী পুৰোহিতৰ পিৰিঠিও পিৰিক-পাৰাক। পিলিঙাবোৰৰ পকটিয়া প্ৰেম পৰশত প্ৰকুপিত পূজাৰ প্ৰবহমান পৰিবেশ, প্ৰবৃদ্ধৰ পৰা পেন্দুকনালৈকে প্ৰবাহিত।

পূজাৰ পয়োভৰে পিছে পৰিমিকাৰ প্ৰাণ পৰশাত পৰাজিত। পৰিমিকা, প্ৰিয়দৰ্শিনী পাটগাভৰু, পদুম পাপৰি পিঙ্গলা, প্ৰকৃতিৰ পুষ্পোদ্যানৰ পাৰিজাত পাহি। পৰিমিকাৰ প্ৰাণ পখিলী পূজাৰ পৰিবেশে পোহৰাব পৰাত পৰাস্ত। পৰহি পঞ্চমীৰ পূৰাৰ পৰাই পৰিমিকাৰ প্ৰলয়ংকাৰী পদাহত প্লাবিত। প্ৰফেচাৰ প্ৰণৱ পাঠক -পৰিমিকাৰ প্ৰাণৰ প্ৰথম পুৰুষ। প্ৰথিতযশা পিয়ানোবাদক, প্ৰণৱৰ প্ৰেমত পৰিমিকা প্ৰেমাঙ্গু হৈ পৰিছিল। প্ৰতাৰক, প্ৰবাচক প্ৰণৱ প্ৰফেচাৰৰ পৰা পৰহি পৰিমিকাই পাইছে, পায়সত পূজয়েন পত্ৰখন : প্ৰিয়তমা পাপিয়াৰে প্ৰণৱৰ পৰিণয় !

পাপিয়া - প্ৰখ্যাত পুৰুষ প্ৰণৱ প্ৰাক্তন (পদচ্যুত) পৌৰপতি ‘পদানত’ পদক পাওঁতা পৰশুৰাম পুৰকায়স্থৰ পুত্ৰী।

পত্ৰখন পোৱাৰ পিছত, পৃথিৱীখনেই পাকঘূৰণিত পৰিল, পৰিমিকাৰ। প্ৰাণাঘাতী প্ৰদাহত পৰি, প্ৰণৱৰ পৰা পোৱা প্ৰেম পত্ৰখনকেই পুৰি পেলোলে পৰিমিকাই। পিয়াহত পানীয়েন প্ৰণৱৰ প্ৰতিখন পত্ৰয়েই পৰিমিকাৰ প্ৰাণ পোহৰাই পেলোইছিল। প্ৰতাৰক প্ৰণৱৰ “প্ৰিয়া পাপিয়াৰে পৰিণয়”ৰ পত্ৰখন

পাবলৈকে পৰিমিকাই প্ৰাতসে প্ৰাতসে পথেগপচাৰেৰে পিনাকি পঞ্চগননৰ পৰা পঞ্চদেৱতাৰ পূজা পাতিছিল ! পাষণ প্ৰণৱৰ পৰা পঞ্চভৌতিক প্ৰাণৰ পৰিমিকাই কি পতিহা পাব ! পৰিমিকাৰ প্ৰাণত প্ৰকটকৈ প্ৰকাশিলে, “পাৰে পৰিহৰি পতিত পাৰন ----।”

প্ৰতিশোধৰ প্ৰচেষ্টা ! প্ৰত্যাহান ! প্ৰণৱৰ প্ৰতি পৰিমিকাৰ। প্ৰতাৰণাৰ প্ৰতিফল প্ৰণৱে পাবই। পৰিমিকাৰ পৰিচয় প্ৰণৱে পৰহিলৈ পাব। প্ৰণৱেহে পাৰেনে ? পৰিমিকাইতো পাৰে। প্ৰণৱৰ প্ৰেম প্ৰয়াসী পুৰুষ পালে পালে পদূলিতে পাব পৰিমিকাই।

পিছে প্ৰাণটোকে প্ৰবোধে পৰিমিকাই। পৰিমিকাই পথভ্ৰষ্টতাত প্ৰণৱৰ প্ৰাণত প্ৰতিক্ৰিয়া, পৰিতাপৰ পক্ষাঘাতত পৰিবনে ? প্ৰতিশোধ পুৰোৱাৰ পথো প্ৰচুৰ। প্ৰতিশোধ পূৰাবই। পিছে প্ৰতিহিংসা, পথভ্ৰষ্টতা পৰিহৰি ; পৰিমিকাই পাৰ্গতালিৰে পাছ পেলোৱা প্ৰণৱক। প্ৰণৱৰ প্ৰতিটো পদক্ষেপ পৰিমিকাৰ পদক্ষেপৰ পিছতহে পৰিব, পৰিবই। প্ৰণৱৰ দৰে প্ৰজাপতিবোৰে পদুমৰ পাহিক পুতলাঙ্গানে পেলোৱাৰ প্ৰতিফল পাবই। পৰিমিকাৰ প্ৰাণটো পুলকিত হৈ পৰিল। প্ৰতিশোধৰ পথটো পাই পৰিমিকাৰ প্ৰাণটোৱেও পৰিত্ৰাণ পালে।

পৰীক্ষাও পাইছেহি। পাঠাখিনি “প্ৰিপিয়াৰ”তো পাছ পৰিছে, পৰিমিকাই। প্ৰণৱৰ পত্ৰখন পোৱাৰ পাছত পঢ়াৰ প্ৰচুৰতাখিনি পাহৰিছিলেই। প্ৰণৱৰ প্ৰথমপৰা পুৰুষ প্ৰেমতকৈ পঢ়াৰ প্ৰক্ৰমটোহে প্ৰকৃষ্ট।

পৰিশেষত প্ৰণৱৰ প্ৰতি প্ৰতিশোধৰ পথটো পাই পূজাৰ পয়োভৰৰ পূৰ্ণ প্ৰতিফলন পৰিমিকাৰ প্ৰাণতো পৰিল। পূজামণ্ডপৰ পৰা প্ৰতিখনিত পেৰডীটোৰ প্ৰথম পংক্তিটো পৰিমিকাই পাকে প্ৰতি পূৰ্বীবাগেৰে পখালিলে - “পৰহি পুৰাতে ----”।

পৰিবৰ্তিত পৰিস্থিতিতো পৰিমিকাইতে পূজা পাতিবই। প্ৰব্ৰজা পৰিমলৰ পুত্ৰী পদুমীয়ে পাকে পাকে পৰিমিকাৰ পৰা পূজা পাতিবলৈ পৰামৰ্শ পাইছে। পূৰ্বৰ পূজামণ্ডপ পৰিত্যাগৰ পাছৰ পৰিস্থিতিৰ পৰিপ্ৰেক্ষিতত পাঁচআলিতে পূজা পাতিব। পণবন্দী পুনৰুদ্ধাৰৰ প্ৰচেষ্টাতে প্ৰতিজ্ঞাবদ্ধ পুলিচ। প্ৰতিবিপ্লৱীয়ে প্ৰতিশ্ৰুতিত পৰি পলে পলে পলাতক। প্ৰতিপক্ষৰ প্ৰতিযোগিতা পূৰ্ণগতিত। পৰিণাম --- ! ? প্ৰলয়ংকাৰী। প্ৰধানমন্ত্ৰী, পি চি জি পত্নী পৃথক প্ৰদেশৰ পোষকতাত পৰিবনে ?

পৰিমিকা, পদুমীয়েই পাঁচআলিতে পূজা পাতিলে। প্ৰণৱৰ প্ৰতি পৰিমিকাৰ প্ৰতিশোধৰ পথ প্ৰশস্ত। প্ৰতিদিনে পথিকসকলক পদূলিতে পাব। পৰিমিকাৰ প্ৰতিজ্ঞা : -প্ৰণৱক পদূলিতে পালেও প্ৰতিশোধ পূৰাব।

\* যন্ত্ৰীকৰণ বিভাগ, অইল ইণ্ডিয়া লিমিটেড

## ।। পহিলা মে’ (মে’ দিৱস)ৰ ইতিবৃত্ত ।।

\* দিলীপ ভট্ট

শ্বহীদৰ তেজেৰে বোলোৱা

ৰাঙলী পতাকাৰ তলত

শ্ৰমিক-কৃষকৰ একা জিন্দাবাদ ।।

আন্তৰ্জাতিক ভাবে খ্যাত এই দিৱসটি শতাধিক বছৰৰ পৰা পালন কৰি অহা হৈছে। ১লা মে’ তাৰিখে শ্ৰমিক অধ্যুষিত এলেকা কিম্বা ঔদ্যোগিক চহৰসমূহ ‘মে’ দিৱস জিন্দাবাদ’, ‘আন্তৰ্জাতিক শ্ৰমিক সংহতি দিৱস জিন্দাবাদ’ ‘দুনিয়াৰ শ্ৰমিক এক হওঁক’ আদি শ্ল’গানেৰে আকাশ-বতাহ মুখৰিত কৰি তোলে। কিন্তু আজিও এই দিৱস পালনৰ যি তাৎপৰ্য বা এই দিৱসৰ বক্তব্যৰ গুঢ়াৰ্থ উপলব্ধি কৰিব নোৱাৰা হাজাৰ হাজাৰ শ্ৰমজীৱী

লোক আছে বা শ্ৰম দান কৰি জীৱিকা নিৰ্বাহ কৰা লোকে এনে এক দিৱসৰ বিষয়ে একোকে নেজানে। আজিৰ এই লিখনিৰো উদ্দেশ্য এই মে’ দিৱস সম্পৰ্কে খুল-মূলকৈ একোটা আলোচনা দাঙি ধৰা।

আজিৰ পৰা বহু বছৰ আগেয়ে চিকাগো চহৰৰ হে’ মাৰ্কেটত মৃত্যু বৰণ কৰা শ্ৰমিক সকলৰ প্ৰতি শ্ৰদ্ধা তৰ্পণ কৰিবলৈ, শ্ৰমিক সকলৰ প্ৰতি সংহতি প্ৰদৰ্শন কৰাৰ উদ্দেশ্যে আৰু বৈপ্লৱিক অভিনন্দন জনাবলৈ ১লা মে’ দিনটো ‘মে’ দিৱস হিচাপে পালন কৰা হয়। এক কথাত ক’বলৈ হ’লে আঠঘণ্টীয়া শ্ৰমৰ বাবে আমেৰিকাৰ শ্ৰমিক শ্ৰেণীৰ সুদীৰ্ঘ সংগ্ৰামক কেন্দ্ৰ কৰিয়েই ‘মে’ দিৱসৰ সূচনা হয়।

১৮৮৬ চনত আঠঘন্টীয়া শ্ৰমৰ দাবীত শ্ৰমিক সকলে আন্দোলন কৰে য'ত আমেৰিকাৰ পুলিচে বৰ্বৰ ভাবে শ্ৰমিক সকলৰ ওপৰত গুলী চালনা কৰে। ১৮৮৯ চনত বিশ্বজোৰা শ্ৰমিক আন্দোলনৰ প্ৰতিনিধিত্বমূলক সংগঠন দ্বিতীয় আন্তৰ্জাতিকৰ মহা-অধিবেশনে চিকাগোৰ ১ মে'ৰ ঘটনাৱলীক স্থানীয় ঘটনা হিচাপে সংকীৰ্ণ গণ্ডীৰ মাজত সীমাবদ্ধ নাৰাখি আন্তৰ্জাতিক শ্ৰমিক সংহতি দিৱস ৰূপে পালনৰ সূচনা কৰিবলৈ সিদ্ধান্ত লয়। সেই সিদ্ধান্ত মৰ্মেই ১৮৯০ চনৰ ১ মে' দিনটো পৃথিৱীৰ বহুসংখ্যক দেশত মে' দিৱস ৰূপে পালিত হয়। এই তিনিটা ঘটনাই সূচিত কৰে যে মে' দিৱসৰ উৎপত্তি স্থল হৈছে চিকাগো য'ত আঠঘন্টীয়া শ্ৰম দিৱসৰ বাবে শ্ৰমিকে চলোৱা অভিযানত গুলী চলোৱা হয় আৰু পৰৱৰ্তী কালত শ্ৰমিক একক মৰ্মমূৰ কৰিবলৈ আমেৰিকাৰ ধনী বণিক শ্ৰেণীয়ে যড়যন্ত্ৰৰ জাল মেলা দিয়ে। পৰিণামত ৭ গৰাকী শ্ৰমিক নেতাক মৃত্যুদণ্ড বিহা হয় আৰু এগৰাকীক ১৫ বছৰ কাৰাদণ্ড বিহা হয়। এই জঘন্য যড়যন্ত্ৰৰ একমাত্ৰ উদ্দেশ্য আছিল শ্ৰমিক অসন্তোষক নিষ্পেষণ ও দমন কৰি ; সংগ্ৰামী তথা সচেতন শ্ৰমিক সকলৰ প্ৰতি ভাবুকিৰ সৃষ্টি কৰা। সেয়েহে সেই যড়যন্ত্ৰকাৰী সকলৰ অন্যতম প্ৰতিনিধি এগৰাকীয়ে অতি নিন্দনীয় মন্তব্য কৰি কৈছিল, “মই কেতিয়াও সেই লোকসকলক কোনো দোষত

দোষী বুলি নাভাবো, কিন্তু সিহঁতৰ ফাঁচী হ'বই লাগিব ! মই অৰাজকতালৈ কেৰেপ নকৰোঁ ওহোঁ কেতিয়াও নহয়, এমুঠিমান লোকে অমায়িক তথা অবুজনবোৰৰ মূৰত দৰ্শন সুমুৱাইছে। কিন্তু মই ভাবো শ্ৰমিক আন্দোলন মৰ্মমূৰ কৰিব লাগে।” এনে দৃষ্টিভংগী লৈ সেই একে উদ্দেশ্য সাধনৰ বাবে পৃথিৱীৰ দেশে দেশে ধনিক শ্ৰেণীয়ে শোষিত শ্ৰেণীৰ অমায়িক, বিনয়ী তথা অবুজনবোৰৰ মূৰত ভাষা, ধৰ্ম, বৰ্ণ, গোষ্ঠী, অঞ্চল সম্প্ৰদায় প্ৰভৃতি আবেগিক চিন্তাধাৰা সুমুৱাই শ্ৰমিক একক ধ্বংস কৰাৰ যড়যন্ত্ৰ চলায়ে আছে !

মে' দিৱসৰ মূল দাবী আঠ ঘন্টা কাম, আঠ ঘন্টা বিশ্রাম আৰু আঠ ঘন্টা আমোদ-প্ৰমোদ আৰু পঢ়া-শুনাৰ দাবীয়ে আজিও প্ৰাসংগিকতা হেৰুওৱা নাই ; আজি আমাৰ দেশৰ সন্মুখত দেখা দিয়া একক আৰু সংহতি ৰক্ষা কৰাই ঘাই সমস্যা আৰু এই প্ৰত্যাহ্বানৰ মোকাবিলা কৰাই শ্ৰমিক শ্ৰেণীৰ আটাইতকৈ গুৰুত্বপূৰ্ণ দায়িত্ব ! শ্বহীদৰ তেজেৰে বোলোৱা ৰক্ত পতাকাৰ তলত সকলো ভেদাভেদ পাহৰি পেলাই জাতি, ধৰ্ম, ভাষা, নিৰ্বিশেষে শ্ৰমিকৰ লক্ষ্য লৈ আগুৱাই যাওঁ ! এয়াই হওঁক আমাৰ মূল লক্ষ্য –

\* ৰসায়ন বিভাগ, অইল ইণ্ডিয়া লিমিটেড

## এজন শ্ৰমিকৰ মহানুভৱতাৰ কথাৰে - - - -

\* মহম্মদ নাছৰ

মোৰ বৰ্তমান কৰ্মক্ষেত্ৰ ‘উষাপুৰ’ অ চি এছৰ পৰিসীমাৰ ভিতৰেই এটি সামান্য বিষয়। কিন্তু সামান্য কিছু কথাই যে কেতিয়াবা বহু দিশৰ, বহু ভাৱৰ উন্মেষ ঘটায়, তাকেই উপলব্ধি কৰি এই লিখনি লিখাৰ প্ৰয়াস কৰিছোঁ। কুৰি বছৰতকৈ অধিক কৰ্মজীৱনত বহু শ্ৰমিকক, বহু ব্যক্তিকেই লগ পাইছোঁ। এই কৰ্মজীৱনত এটা কথা সাৰোগত কৰি চলিছোঁ যে, সকলো স্তৰৰ ব্যক্তিকেই সন্মান দিব লাগে আৰু কাকোৱেই ‘Underestimate’ কৰিব নালাগে, তেতিয়াহে বহুজনৰ পৰা ভিন্ন অভিজ্ঞতা, ভিন্ন জ্ঞান লাভ কৰিব পাৰি।

যি নহওক, এই আপাহতে, উপৰোক্ত কথাখিনি উল্লেখ কৰিলো। মই উল্লেখ কৰিব বিচৰা তেনেই সামান্য যেন লগা কথাখিনি এনেধৰণৰ। ‘উষাপুৰ’ অ চি এছত দায়িত্ব লোৱাৰ পাছত দৈনন্দিন অপাৰেচনৰ দিশ সমূহ পৰিচালিত কৰাৰ উপৰিও, মই মনে মনে ভাবিছিলো, অ চি এছটোৰ ঘাঁহ-বননি পৰিষ্কাৰ কৰি ফল-ফুলৰ বাগিছা কৰিলে ভাল হ'ব। মোৰ মনত পুহি ৰখা এই দিশটোক, ইতিমধ্যে, শ্ৰীনাৰেণ ৰাজকোঁৱৰ নামৰ শ্ৰমিক এজনে নিজা ব্যৱস্থাবে কিছু আৰম্ভ কৰিছিল। শ্ৰীৰাজকোঁৱৰক মই কিছুদিন নিৰীক্ষণ কৰি দেখিছিলো, তেওঁৰ নিজা অ চি এছৰ যাৱতীয় কাম-কাজ কৰি কিছু সময় উলিয়াই, এজন হাজিৰা কৰা শ্ৰমিকক নিজে হাজিৰা দি লগত লৈ ফুলনিৰ কামত ব্যস্ত হৈ পৰিছিল। বহুদিন লক্ষ্য কৰাৰ পাচত, এদিন সুধিবলৈ বাধ্য হৈছিলো, তেওঁৰ এনেধৰণে কষ্ট কৰি নিজৰ ধন খৰচ কৰি ফুলনি কৰাত লাভালাভ কি ? আচৰিত হৈছিলো বৰ্তমান সময়ত, সচৰাচৰ কৰ্মীৰ যি মানসিকতা দেখা যায়, তাৰ সম্পূৰ্ণ এক বিপৰীত ছবি দেখিছিলোঁ, ‘অভাবটাইম’ নোলোৱাকৈ কাম কৰিবলৈ অপাৰগতা প্ৰকাশ কৰা বহু শ্ৰমিককেই আমি লগ পাইছোঁ। ই অপ্ৰিয় হ'লেও সত্য। তেনেস্থলত, শ্ৰীৰাজকোঁৱৰৰ দৰে এনে চৰিত্ৰই মোক আপ্ত কৰিলে। সেয়েহে তেওঁৰ লগত মই কিছু ভাৱ বিনিময় কৰিলোঁ। তেওঁৰ সাধাৰণ যেন লগা ভাষাই মোক কিছু চিন্তাৰ উদ্ৰেক ঘটালে। শ্ৰীৰাজকোঁৱৰে, ধন ব্যয় কৰা সম্পৰ্কত মন্তব্য দিলে যে, তেওঁ কৰ্মৰত এই কোম্পানীটোৱে ভাতমুঠিৰ লগতে পৰিয়ালক পোহপাল দিবৰ বাবে পৰ্যাপ্ত ধন দিছে, ‘তাৰে কিছু যদি কোম্পানীটোৰ বাবে বা অ চি এছটোক ধুনীয়া কৰাৰ বাবে খৰচ কৰোঁ, তাত ক্ষতি ক'ত ? ই মোক আনন্দহে দিয়ে। তেওঁ জনায় যে, অ চি এছটোক এক নৱৰূপ দিয়াৰ এক পৰিকল্পনা কৰিছে। পাচত মই জানিব পাৰোঁ যে, শ্ৰী ৰাজকোঁৱৰে আনকি ৰাতিৰ ‘শিফট’ থাকিলে আৰু জিৰণিৰ

দিনাও, পুৱাৰ ভাগত ‘অ চি এছ’লৈ আহি, তেওঁৰ বাগিচাৰ কামৰ তহাৱধান কৰে। ইয়াৰ বাবে তেওঁ সহধৰ্মিণীৰ প্ৰশ্নৰ সন্মুখীন হৈছে। কিন্তু শ্ৰীৰাজকোঁৱৰে তেতিয়া সাধাৰণ তথা অকৃত্ৰিমভাৱে উত্তৰ দিছিল যে, ‘এই কোম্পানীটোত যোগদান কৰাৰ আগতে তেওঁ সম্পূৰ্ণ ‘শূন্য’ আছিল, আজি যিখিনি পাইছে তাৰ বাবে পৰিয়ালক সম্পূৰ্ণ নিৰাপত্তা দিয়াৰ উপৰিও ধন-সম্পত্তি, মাটিবাৰী, গাড়ী আদি সকলোৱেই লাভ কৰিবলৈ সক্ষম হৈছে। বিনিময়ত যদি যৎকিঞ্চিৎ নিঃস্বার্থ ভাৱে ‘কোম্পানী’ টোক দিওঁ, তাত আপত্তি ক'ত ? তেওঁৰ এনে ভাষ্যত মই স্তম্ভিত হৈ পৰিলোঁ। ভাবিলোঁ, যি সময়ত সকলো স্তৰতে দুৰ্নীতি হোৱা বুলি প্ৰচাৰ হৈ থাকে, তেনে এক পৰিবেশত ৰাজকোঁৱৰৰ দৰে এজন সাধাৰণ শ্ৰমিকৰ ভাৱধাৰাই এক বিপৰীত ছবিহে দাঙি ধৰিলে। সঁচাই সৰু সৰু মানুহ বুলি ভবা কিছুৰ মনৰ স্থিতিয়ে সকলো ‘মানুহ’কৈ উচ্চ শিখৰলৈ লৈ যায়। শ্ৰীৰাজকোঁৱৰৰ এই ভাষ্য কোনো নাটকৰ সংলাপ নহয় যে, আমি শুনি হাত-চাপৰি মাৰিম, এয়া হৈছে শ্ৰীৰাজকোঁৱৰৰ স্বতঃস্ফূৰ্ত ভাৱৰ প্ৰকাশ। ইয়াত নাই কোনো তোষামোদৰ গোন্ধ। তেওঁ লগতে জনাই যে, আপুনি মোক একো দিব নালাগে, মাত্ৰ এই কামৰ বাবে অনুমতি দিয়ক, সেয়ে মোৰ বাবে যথেষ্ট। তেওঁৰ সহকৰ্মী সকলৰ কথা উল্লেখ কৰি কয় যে, ‘প্ৰথম অৱস্থাত যদিও কিছু সহকৰ্মীয়ে তেওঁক সহায় কৰাত অনীহা কৰিছিল, পিচলৈ সেই সকলেও তেওঁক উৎসাহিত কৰিছে। এটা কথা ঠিক, ৰাজকোঁৱৰৰ কিমানদূৰ সফল হয় ক'ব নোৱাৰো, তেওঁৰ মনৰ বাগিচাখন কিন্তু সঁচাই সুন্দৰ। শ্ৰীৰাজকোঁৱৰৰ বাগিচা কৰাৰ অবিৰত কৰ্ম অব্যাহত আছে।

এই সামান্য যেন লগা এজন সাধাৰণ শ্ৰমিকৰ কথাৰ গভীৰতা আৰু উদ্যোগটোৰ প্ৰতি প্ৰতিফলিত হোৱা মহানুভৱতাই বহু কথাৰে ইঙ্গিত দিয়া যেন লাগিল। মাত্ৰ কাৰিকৰী জ্ঞান, কৰ্মদক্ষতাই নহয়, এজন সঁচা শ্ৰমিকৰ বা কৰ্মীৰ পৰিচয় হ'ব লাগে নিজৰ উদ্যোগটোক আন্তৰিকতাৰে ভাল পোৱা। আমি উদ্যোগটোৰ পৰা কি পালো, কি নাপালো ভৱাতকৈ শ্ৰীৰাজকোঁৱৰৰ দৰে প্ৰকৃতার্থত উদ্যোগটোক ভাল পাইহে কৰ্মত অগ্ৰসৰ হোৱা উচিত। আমি গৰ্বিতবোধ কৰো শ্ৰীৰাজকোঁৱৰৰ দৰে এজন শ্ৰমিক (হয়তো আৰু আছে) আমাৰ মাজত থকাৰ বাবে। তেওঁৰ দৰে আমিও যেন প্ৰকৃতার্থত এজন ‘অইল ইণ্ডিয়ান’ হওঁ, তাকেই কামনা কৰোঁ।

\* উষাপুৰ অ চি এছ, উৎপাদন (তৈল) বিভাগ

