



**Report**

**On**

# **Vigilance Awareness Week 2025**

**(27<sup>th</sup> October 2025 – 2<sup>nd</sup> November 2025)**

**Observed By**

**Gujarat metro Rail Corporation (GMRC) Limited**  
(SPV of GOI & GOG)

**Submitted By**

**Vigilance Department, GMRCL**

## REPORT ON ACTIVITIES CARRIED OUT DURING

### **VIGILANCE AWARENESS WEEK-2025**

(27<sup>th</sup> October 2025 – 2<sup>nd</sup> November 2025)

**Organization: Gujarat Metro Rail Corporation (GMRC) Limited**

Central Vigilance Commission (CVC) mandated all Ministries/ Departments/ Organizations to observe “**Vigilance Awareness Week - 2025**” from 27.10.2025 to 02.11.2025 vide its letter no. 025/VGL/047 dated: 10-09-2025 (Circular No. 06/09/25), with the theme

**“सतर्कता: हमारी साझा जिम्मेदारी”**

**“Vigilance: Our Shared Responsibility”**

Central Vigilance Commission advised to conduct activities relevant to theme. GMRC has conducted various activities to aware public and employees about vigilance with the aim to increase transparency and integrity in public governance.



**Gujarat Metro Rail Corporation Limited**

**Vigilance Awareness Week**

**सतर्कता जागरूकता सप्ताह**

**October 27 – November 2, 2025**

**Theme**

**“Vigilance: Our Shared Responsibility”**

**“सतर्कता: हमारी साझा जिम्मेदारी”**

**“तडेदारी: आपणी सहियारी जवाबदारी”**

## **INTEGRITY PLEDGE**

Observance of Vigilance Awareness Week 2025 was started with physical Integrity pledge at offices and sites of GMRCL. Shri Sanjay Gupta (Joint Managing Director), Shri Vikas Dadhich (Chief Vigilance Officer), Shri Anand Singh Bisht (Director – Project and Planning) and Shri Sanjeev Mehta (Director – SER) headed physical integrity pledge at Karmayogi Bhavan, GMRCL head office, Gandhinagar. The Physical integrity Pledge was followed by signing integrity pledge board at all offices. In addition, employees were requested to take e-pledge on CVC's Website.



## PUBLIC AWARENESS INITIATIVE

During Vigilance Awareness Week-2025, to sensitize the public about the need for transparency and integrity in public governance, selfie stand with integrity pledge was placed at five prominent metro station of Gujarat Metro and Small Video clip requesting public to take e-pledge on CVC's website was played in Information Display System (IDS) panel at metro station. In addition, Visit was conducted at metro stations to spread awareness about Vigilance among public by Vigilance Department – GMRC.





## **BOOK ON VIGILANCE AWARENESS**

Vigilance Department of GMRCL has made a notebook of compendium on Vigilance Awareness, which includes various aspects related to vigilance functions mainly focusing on preventive vigilance functions. The book was published by Shri Sanjay Gupta, Joint Managing Director - GMRCL at head office immediately after conducting integrity pledge on 27<sup>th</sup> October 2025. On this occasion Shri Vikas Dadhich, Chief Vigilance Officer - GMRCL said, "The book will be very useful for employees of GMRCL and its consultants, vendors, suppliers, contractors and stakeholders in day-to-day functioning and following procedures and guidelines in a transparent manner. Thus, the book is aiming at increasing transparency and efficiency in organization's working by building capacity among employees."



**GUJARAT METRO RAIL  
CORPORATION LIMITED**



**BOOK ON VIGILANCE AWARENESS**

**Vigilance Awareness Week – 2025**

(27<sup>th</sup> October 2025 to 2<sup>nd</sup> November 2025)

**"Vigilance: Our Shared Responsibility"**

**"સતર્કતા: હમારી સાફા જિમ્મેદારી"**

**"તકેદારી: આપણી સહિયારી જવાબદારી"**

## **LECTURE ON VARIOUS TOPICS FOR GMRCL EMPLOYEES**

As part of Capacity Building Program and Awareness of Vigilance & other important subject, One day Lecture/Workshop was organized for GMRCL employees on 30<sup>th</sup> October 2025 in the observance of Vigilance Awareness Week – 2025. The lecture was organized on the following topics:

- 1) **Annual Property Return and other HR policy matters**
- 2) **Vigilance Clearance**
- 3) **Local Inspection**
- 4) **Cyber Security Awareness**
- 5) **Citizen Centric Initiatives of Department of Telecommunication**
- 6) **Minimum wages act and Labour Laws**

The Aforementioned lectures were start by lighting the lamp and address by honourable Jt. MD, GMRCL.





Honourable Joint MD, GMRCL addressed to employees before start of lecture/workshop and stated importance of observance of Vigilance Awareness Week. In view of the theme of Vigilance Awareness Week – 2025 i.e. Vigilance – Our Shared Responsibility, he said that the implementation of various vigilance function is not responsibility of only one department rather than it is a responsibility of each employee to implement and ensure strict adherence of vigilance functions in his working area. He advised all employee to be more vigilant in daily functioning and thus, he made remark that “each employee is vigilance officer in sharing the responsibility of making system efficient and transparent.”



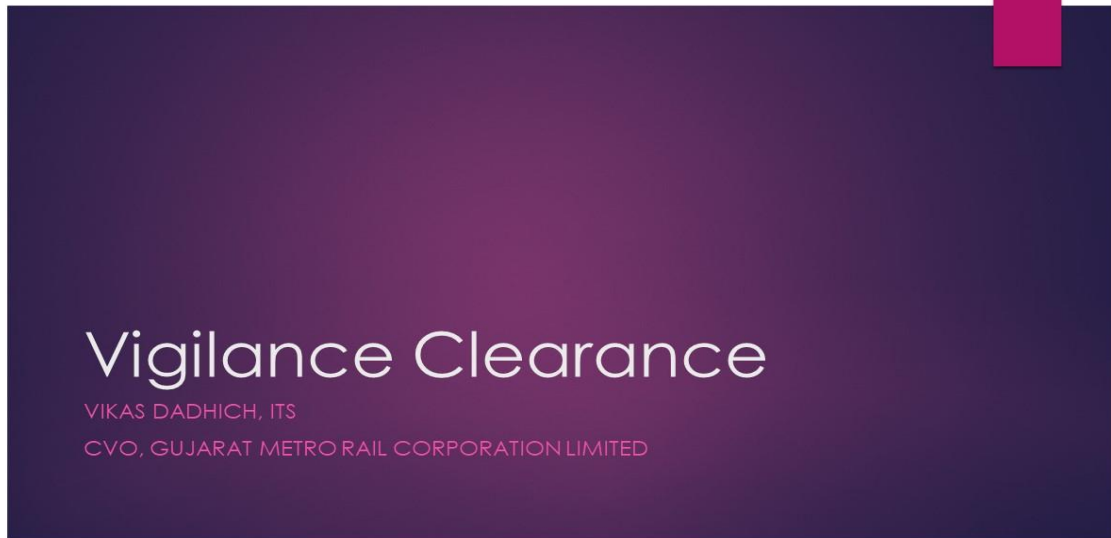
## **Lecture on Annual Property Return and other HR policy matters**



Shri Pankaj Kumar, Sr. DGM – HR, GMRCCL had delivered lecture on “Annual Property Return and other HR policy matters”. He demonstrated aspects related to annual property return like need of annual property return and its submission by GMRCCL employees. He also demonstrated other important HR policy related matters like ethics, conduct and discipline rules and stated that these aspects create basis of employee role in effectively implementation of vigilance function.



## Lecture on Vigilance Clearance



Shri Vikas Dadhich, CVO, GMRCL had delivered lecture on “Vigilance Clearance (VC)”. He explained the meaning of Vigilance Clearance, its purpose, scenarios and ground for denial. He also advised employee of GMRCL to act in manner so that no ground for denial of VC arise, when requirement of VC asked for various purposes. He also emphasized the importance of VC for employees in various purposes like promotion, foreign training visit etc. Further, He demonstrated 13 point proforma of vigilance clearance provided by central vigilance commission (CVC) and list of Office Memorandums which contains important instructions published by Government of India for the vigilance clearance.

## Lecture on Local Inspection

### Vigilance Awareness Week-2025

#### *Lecture on Local Inspection*

*Rajan Giri  
Vigilance Officer, GMRCL*



Shri Rajan Giri, VO, GMRCL had delivered lecture on “Local Inspection”. He stated the meaning of local inspection, its objectives, types and implementation at employee and departmental level so that preventive vigilance measures can be effectively implemented and ensured. He explained how department can do local inspection and integrate it in their daily functioning. Further, he also stated possible general criteria regarding what can be include in local inspection according to various departmental and management level requirement.

## Lecture on Cyber Security Awareness



# **Cyber Security Awareness For GMRCCL**

**Bipin Khot, Director**  
DoT, GUJARAT LSA



Shri Bipin Khot, Director, Department of Telecommunication, Government of India had delivered lecture on “Cyber Security Awareness”. He explained about cyber security and its importance. He stated various frauds and attacks like identity theft, Phishing/Smishing, Social Media Frauds, Banking fraud, SIM Swap Fraud, Malware- Malicious Software attack, Ransomware attack, Data Exfiltration, Supply Chain attack etc. He also explained how these frauds and attacks could be carried out using various devices and methods like Virus Attack by Juice Jacking, ATTINY 85, USB Kill, Shark Jack, Raspberry Pi and Wi-fi Attack. He advised basic precautions and methods for preventing individual and organization from such frauds and attacks. He also suggested hardware security measures for protecting various equipment and hardware.

## Lecture on Citizen Centric Initiatives of Department of Telecommunication



# Citizen Centric Initiatives of Department of Telecom

Suryash Gautam, ITS  
ADG,  
Department of Telecom, Govt. of India



Shri Suryash Gautam, ITS, ADG, Department of Telecommunication, Government of India had delivered lecture on "Citizen Centric Initiatives of Department of Telecommunication". He demonstrated various menace of cyber frauds and crimes, 'Sanchar Saathi' app & portal and explained about use of various functions and features contained in it. He also demonstrated 'Communication of video calling done by cyber frauds in the name of police' and 'frauds done on digital transaction'. He explained how to act and react such menace and frauds in own as well as public interest and how Department of Telecommunication will help citizen in such situation.



## Lecture on Minimum Wages Act and Labour Laws

### Labour Laws Compliance & HR related Suggestions



**S. K. Jain & Associates**  
Labour Laws Practitioner & Consultant

**Sharad K Jain (Advocate)**  
(Labour Laws Practitioner & Consultant)



Shri Sharad K Jain, Labour Laws Practitioner & Consultant had delivered lecture on “Minimum Wages Act and Labour Laws”. He described labour laws like ‘The Minimum Wages Act, 1948’; ‘The Contract Labour (R & A) Act, 1970’ and explained provisions contained in them like Applicability, Purpose, New Minimum Wage Rates, Major Compliances, Inspecting Authority, Registration & License and Penalties Provisions. He suggested points need to follow at the time of Appointment/Termination of employee and Compliances need to verify at the time of appointment of Contractor and approving the invoices of Contractors.

## QUIZ COMPETITION

A Quiz Competition was arranged among GMRCL employees who attended lecture/workshop on 30<sup>th</sup> October 2025. The aim of this competition was to create general awareness about Vigilance Mechanism in India, Central Vigilance Commission (CVC) and its guidelines and instruction related to Vigilance functions. A small token of recognition was awarded to participants who answered the quiz question.





## ESSAY COMPETITION

An Online Essay competition was organised among GMRCL employees on the theme of Vigilance Awareness Week – 2025 i.e. “Vigilance – Our Shared Responsibility”. Total 22 employees participated in essay competition and essay of five employees were selected as best essay. Five best performer of essay competition were Sushree Jigna Nair, Shri Patni Amitbhai Kantibhai, Sushree Chinmyee Dave, Shri Shubham Ajaykumar Benani and Shri Prateek Sampat Malviya. Honourable Joint MD, GMRCL, felicitated these employees.



## ANNEXURES

### Annexure A – Glimpses of Physical Integrity Pledge at GMRCL offices and site

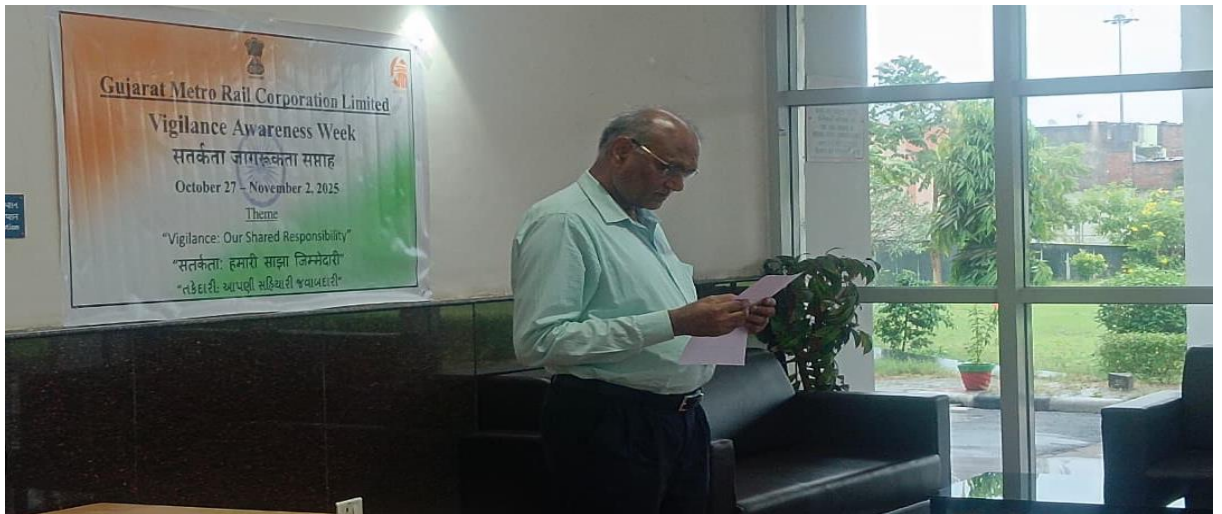




**Shri Narendra Kumar Lohiya (ED - Construction/Civil) administered pledge at Surat GMRCL Office.**



**Shri Sudesh Kumar D Agarwal (GM-O&M) administered pledge at Apparel park depot, Ahmedabad.**





**Shri Amar Nath (CGM-Construction/Civil) administered pledge at site office.**

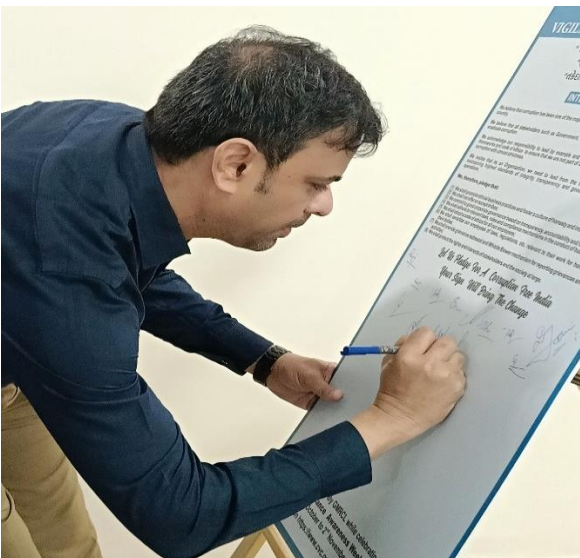
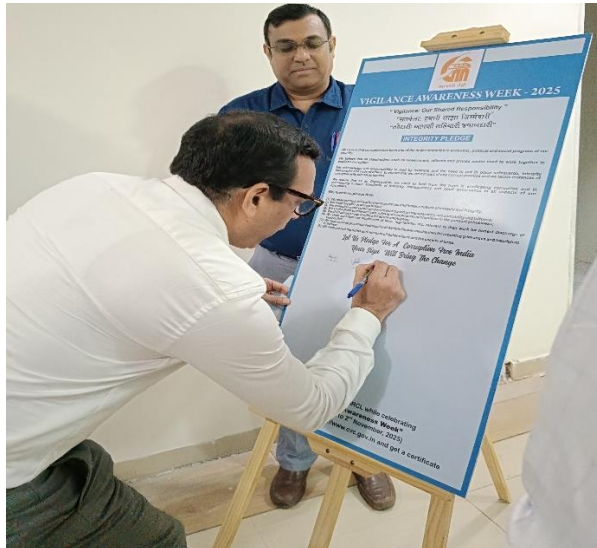
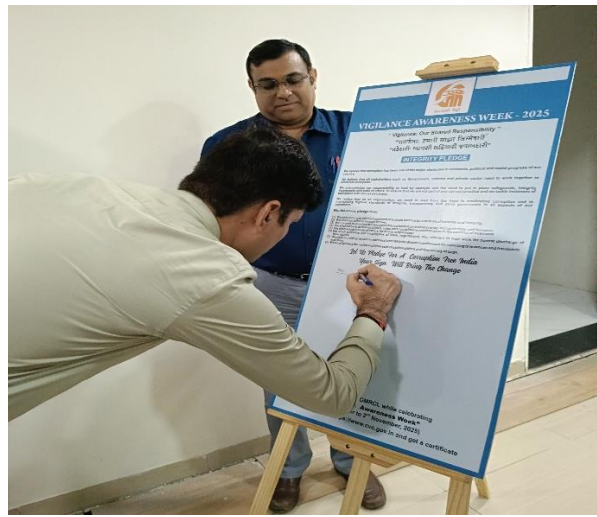
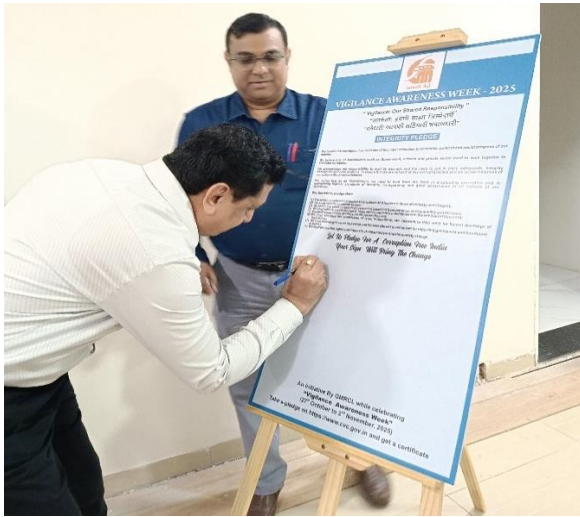


**Shri Sampat Lal Lohar (GM-Construction/Civil) administered pledge at site office.**

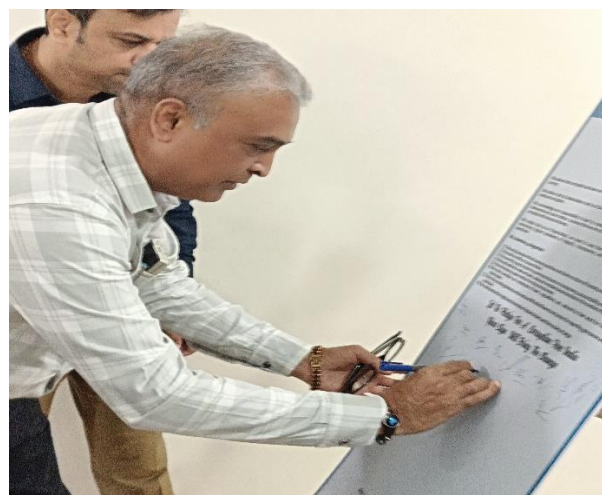
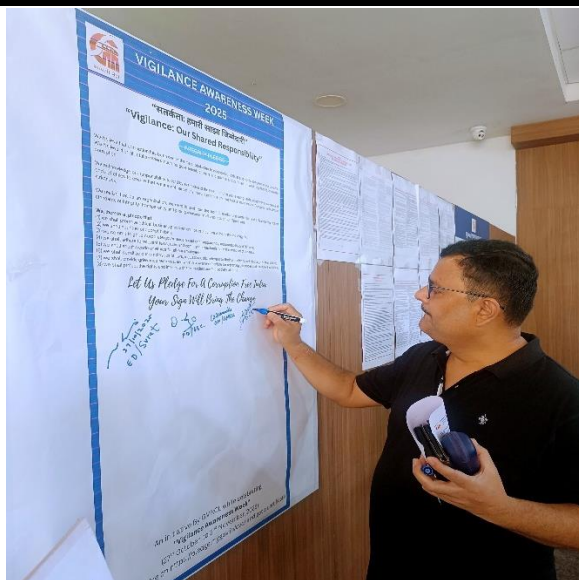




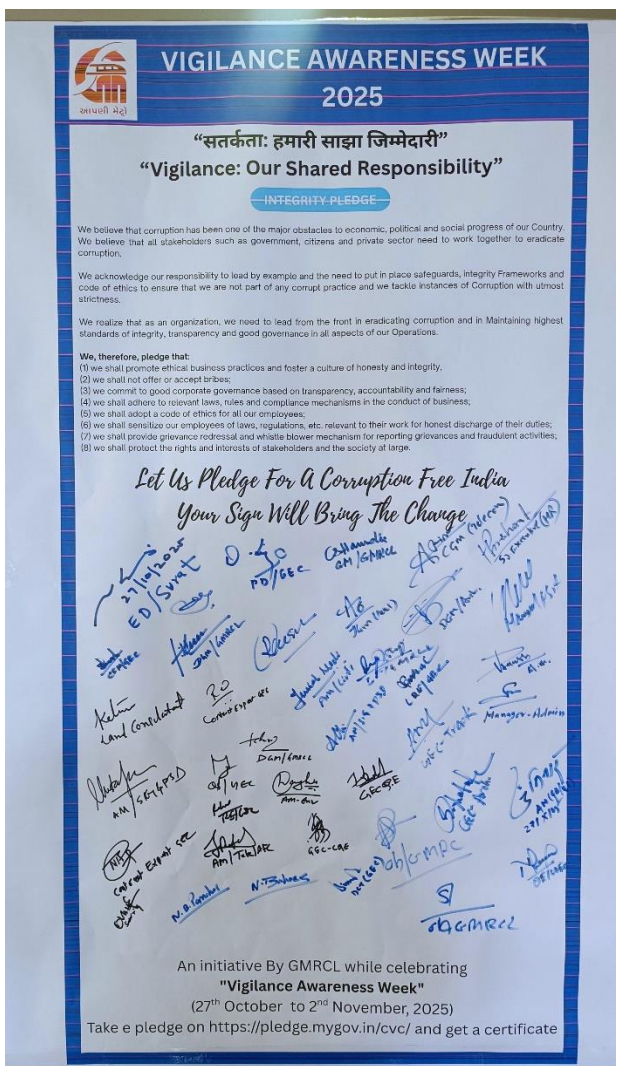
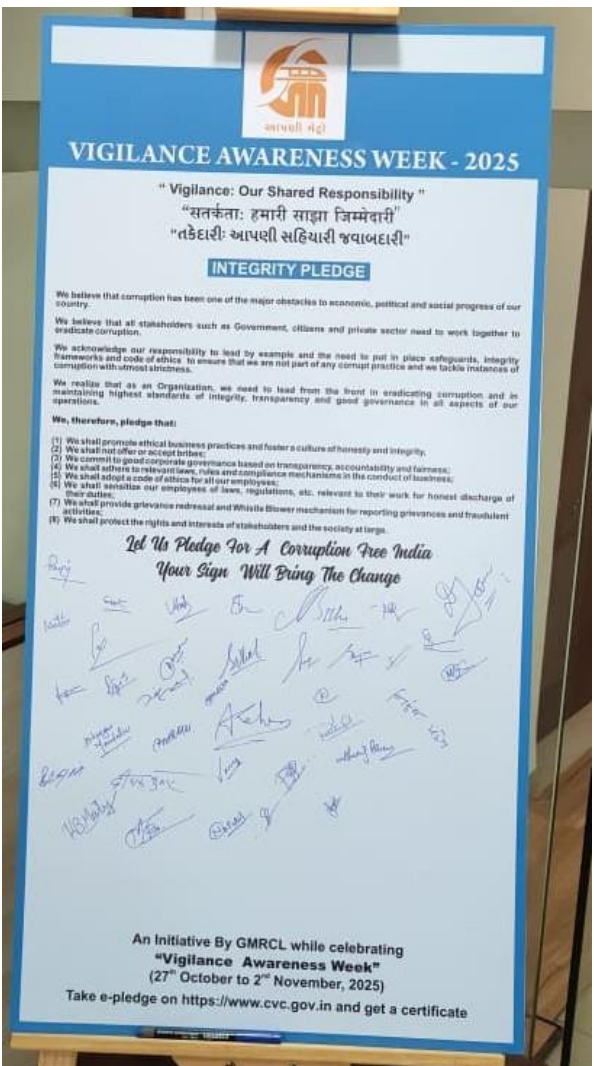
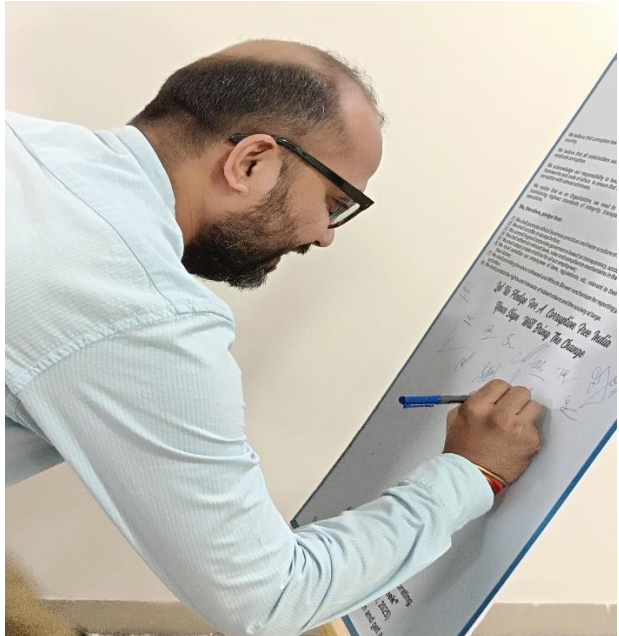
## Annexure B – Glimpses of Signing Integrity Pledge Board at GMRCL offices





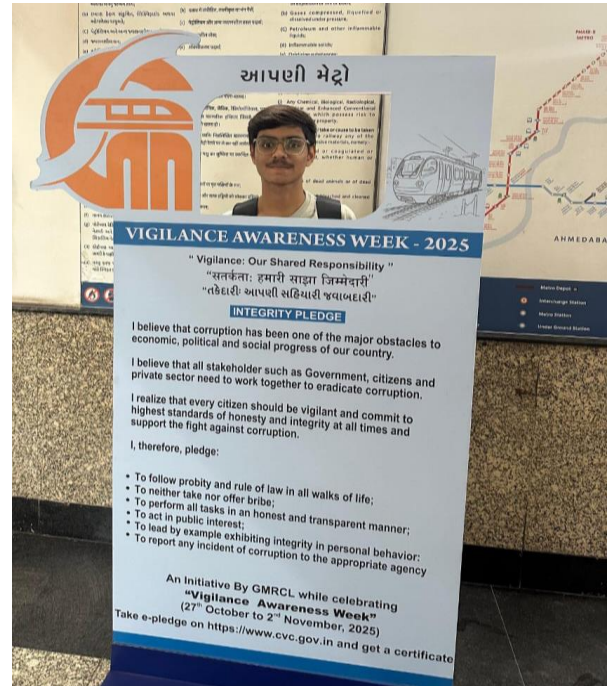
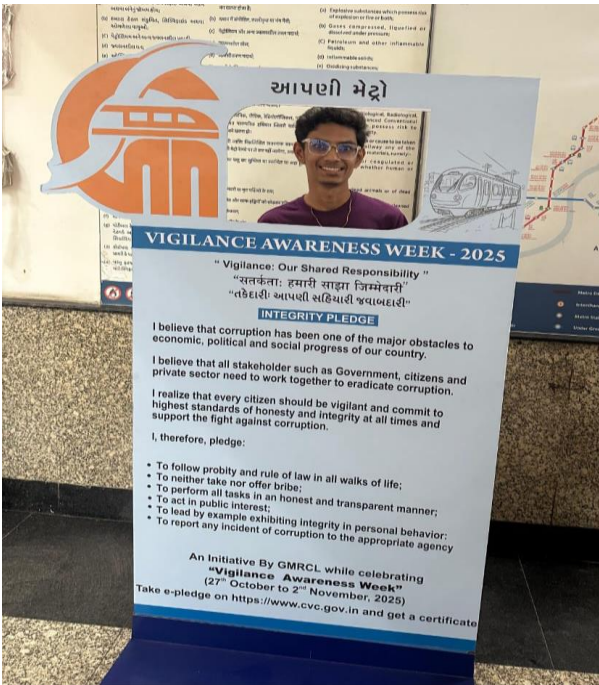




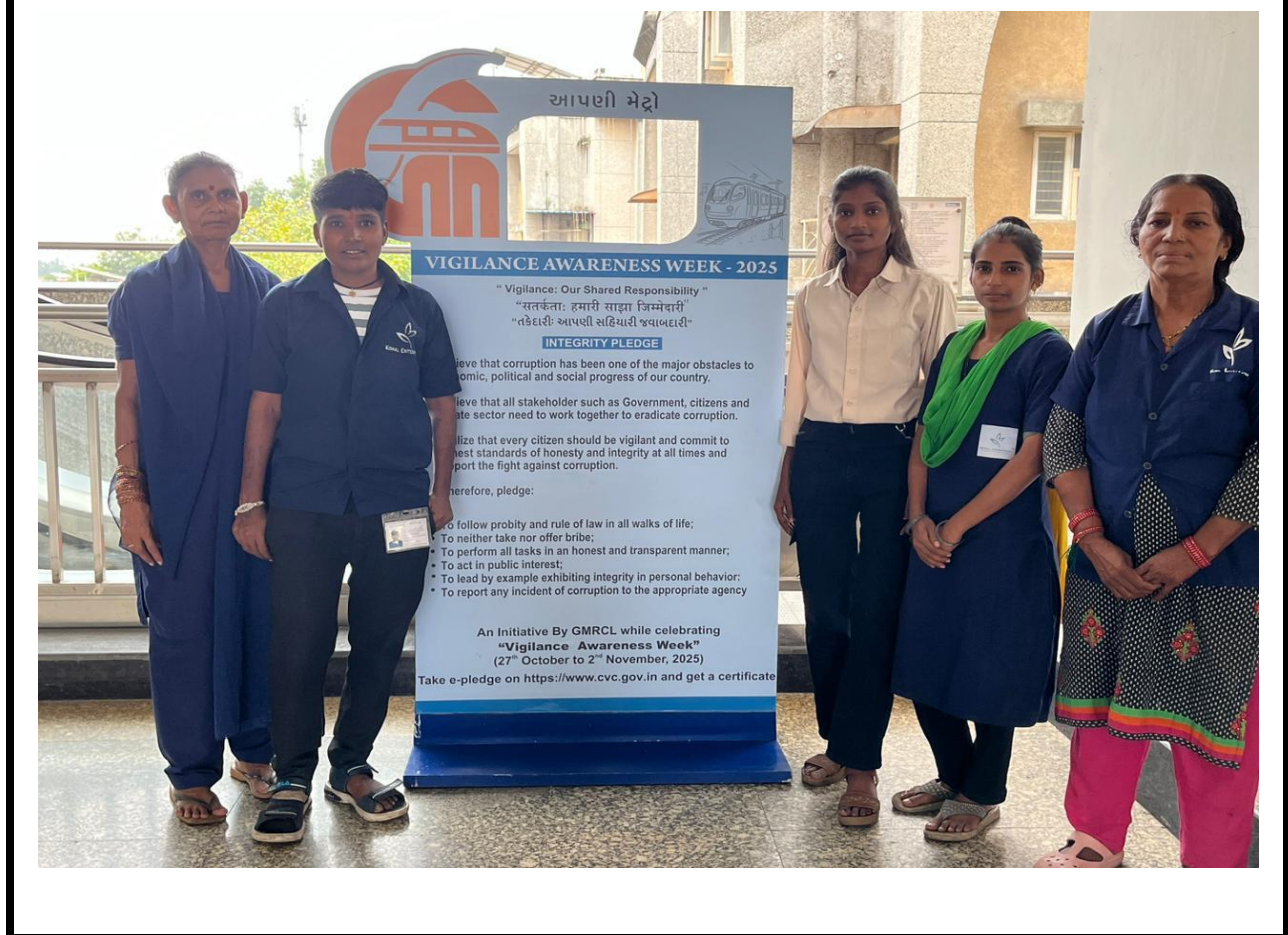




## Annexure C – Images of staff and public with selfie board of integrity pledge

















## **Annexure D - Felicitation of Lecturers by Jt. MD and Directors**





## Annexure E - ESSAYS OF BEST PERFORMER

Essay written by Sushree Jigna Nair

Jigna Nair

### VIGILANCE : OUR SHARED RESPONSIBILITY

The word Vigilance originates from Vigilant meaning 'wakefulness'. For any system to function efficiently and effectively, it is essential that every part of it performs its duty with alertness and sincerity. Like the human body, which works smoothly only when all organs - the brain, heart, lungs - function properly, an organisation too operates effectively when all units remain aware and responsive. Any lapse, whether internal negligence or external disturbances can disrupt the entire functioning.

An organisation can be like a musical instrument - a guitar - where each string symbolizes an individual's responsibility. When all strings are tuned, the melody is smooth and resonant but if even one string is off-key, the harmony collapses. Similarly when one person overlooks an irregularity or chooses silence over honesty, corruption seeps in and weakens the entire system. Corruption does not always begin with large acts - it often starts with small

compromises or ignored discrepancies. True vigilance means identifying and correcting these early before they grow into systemic failures.

Vigilance is not merely a rule to follow, it is the quiet strength that holds together our workplaces, systems, and society. Just as a metro train runs smoothly when its civil, systems, and operation team work in harmony, an organisation thrives when every department stays alert and accountable.

In our journey towards 'Viksit Bharat' - a developed and ethical India - progress rests on collective integrity. Each vigilant act, whether verifying a document, questioning an unfair process or reporting a wrong, reinforces good governance. As employees, citizens and global beings, it is our moral duty to perform our responsibility diligently - for our organisation, our nation, and our planet. Together our vigilance becomes a shared shield against corruption and a force for a brighter and stronger future.

Submitted by,  
Tigna Nair  
(AMCHR)

તકેદારી આપણી

સહિયારી જવાબદારી

Date \_\_\_\_\_  
Page \_\_\_\_\_

Patni Amitbhai Kantibhai

સરદાર વલ્લભભાઈ પટેલનું સમગ્ર જીવન પ્રામાણિક, પારદર્શિતા અને લોકસેવાનું નિર્માણમાં રહ્યું છે. તેમની યાદમાં તેમની જન્મજયંતીના અવસરે દર વર્ષે ૨૭ ઓક્ટોબર થી ૨ નવેમ્બર સુધી "તકેદારી ભગૃતિ સરતાઈ" ઉજવાય છે.

ધીમ રૉરપ : "તકેદારી આપણી સહિયારી જવાબદારી"

તકેદારી એટલે દરેક પરિસ્થિતિમાં તકેદારી, ભગૃત રહેવું. તે ફક્ત આપણી મતને સુરક્ષિત રાખવા વિશે નથી, પરંતુ સમાજ અને રાષ્ટ્રને સુરક્ષિત રાખવા વિશે છે. વિશ્વમાં જ્યાં ભ્રષ્ટાચાર ગુનો, અને બેદરકારી સમાજની પ્રગતિને નુકસાન પહોંચાડી શકે છે. ત્યાં તકેદારી ખૂબ જ મહત્વપૂર્ણ ભૂમિકા ભજવે છે.

તકેદારી એ કોઈ વ્યક્તિ કે સત્તાની જવાબદારી નથી. તે બધા નાગરિકોની સહિયારી ફરજ છે. ઉદાહરણ તરીકે બે આપણે મહેર કચેરીઓમાં ભ્રષ્ટાચાર અને સત્તા દુરઉપયોગ બોંધએ તો ઉપર મળા ફરવી આપણી ફરજ છે. તેવી જ રીતે સ્વચ્છતા, માર્ગ સલામતી અથવા નિયમો નું પાલન કરવા અંગે તકેદારી રાખવાથી. વધુ સારા અને સુરક્ષિત સમાજનું નિર્માણ કરવામાં મદદ કરે છે. ખોટી પ્રથાઓ ઉપર સવાલ ઉઠાવવા ફોર્ટફટ રાખવા, શંકાસ્પદ પ્રવૃત્તિઓ મળા કરવા જેવા ભગૃતિના નાના કાર્યો રાષ્ટ્રીય સુરક્ષા અને વિકાસમાં મહત્વપૂર્ણ ભાગ ગણાય છે. વર્તમાન સમયમાં પ્રામાણિક શાબ્દ જોખો પડી ગયો છે. જેના લીધે સમાજમાં દરેક જગ્યાએ કુઠાણા, છેતરપેંડી અને ભ્રષ્ટાચારના રૂપમાં બોંધએ લીધે આ બધાને દુર કરવા માટે ફક્ત એક જ શસ્ત્ર છે, એ છે "તકેદારી"



વિદ્યાર્થીઓ પણ તેમના અભ્યાસ અને વર્તનમાં શિસ્તબદ્ધ, જવાબદાર અને સત્યવાદી બનીને તકેદારીનો અભ્યાસ કરી શકે છે. "જ્યારે લોકો મળીને તકેદારી રાખે છે ત્યારે ભુદ્ધિચાર હોય છે, ગુના ઘટે છે અને સિસ્ટમમાં વિશ્વાસ પડે છે." તે એક એવું વાતાવરણ બનાવે છે. જ્યાં ન્યાય, ન્યાયીપણા અને સમાનતા પ્રવર્તે છે. એક ભૂત સમાજ એ મજબૂત સમાજ છે. જે પડકારોનો સામનો કરવા અને લોકશાહીનું રક્ષણ કરવા સક્ષમ છે.

"તકેદારી એ ફક્ત અધિકારીઓ અને નેતાઓની ફરજ નથી - તે આપણી સહિયારી જવાબદારી છે."

આ અજવાડિયા દરમિયાન નાગરિકોને ભુદ્ધિચાર ના ઝોનમાં વિશેષ શિક્ષિત કરવા માટે વિવિધ કાર્યક્રમોનું આયોજન કરવામાં આવે છે. "ભુદ્ધિચાર સામે કાર્યવાહી કરવાની હાકલ અને એક સમૂહ, ભુદ્ધિચારમુક્ત ભારત બનાવવા એક પદાર્થ છે" આપણામાના દરેક ભૂત અને જવાબદાર કાર્ય દ્વારા, ભુદ્ધિચાર મુક્ત, સલામત અને પ્રગતિશીલ રાષ્ટ્રમાં યોગદાન આપી શકીએ છીએ. સમગ્ર અને જવાબદાર રહીને, આપણા ફક્ત પોતાનું જ નહીં. પરંતુ આપણા સમાજ અને દેશના ભવિષ્યનું રક્ષણ કરીએ છીએ.

"ભુદ્ધિચાર આપણા રોજિંદા જીવન ઉપર અસર કરે છે. અને રાષ્ટ્રીય પ્રગતિમાં અવરોધ ઊભો કરે છે"

ભૂતનો અર્થ ભૂલો શોધવાનો નથી. પરંતુ પ્રામાણિકતા સાથે જીવવાનો અને બીજાઓને એવું કરવા પ્રેરણા આપવાનો છે "એ આપણે ચૂપ રહીએ



6

Date \_\_\_\_\_  
Page \_\_\_\_\_

અને ખોટા કામને અવગણીએ, તો આપણે પણ ખોટા કામમાં ભાગીદાર બનીએ છીએ" અન્યાય સામે મૌન રહેવું તે પણ એક ગુનો છે.

આ અઠવાડિયા દરમિયાન દ્વારા સરકાર દ્વારા વિવિધ કાર્યક્રમોનું આયોજન કરવામાં આવે છે. જેમાં નાગરિકો ભાગીદાર, અને અન્યાય સામે તકેદારી રાખે અને મગૂત રહે છે.

- ભાગીદાર વિરોધી કાયદાઓ ઉપર ચર્ચા
- વિદ્યાર્થી માટે નિબંધ સ્પર્ધાઓ.
- ઇન્ટર રેલીઓ
- સોશિયલ મિડિયામાં વિશેષ ઝુલ્મેશ ચતાવાય છે

નાગરિકોને ભાગીદાર દાટનાઓની મજા કરીને લોચને "ના" કહીને નિયમોનું વિશેષ પાલન કરવું મેંદર છે. જે આપણા રાષ્ટ્રના વિકાસ માટે પ્રામાણિકતા ખૂબ જ મહત્વપૂર્ણ છે. અને ભાગીદાર મુક્ત સંસ્થાઓ, પારદર્શક શાસન અને જવાબદાર નેતૃત્વ ખૂબ જરૂરી છે.

"સત્ય બોલવું, સત્ય માટે ઊભા રહેવું અને નૈતિક મૂલ્યોનું સર્મથન કરવું, એ તકેદારીના સાચા લક્ષણો છે." એ આપણે ધરણીએ છીએ કે ભાવિ પેઢીઓ સ્વચ્છ, સુંદર ભારતમાં રહે, તો વર્તમાનમાં તકેદારીના માર્ગને અનુસરવું અત્યંત જરૂરી છે.

"ચાલો એક સમૂહ, ભાગીદાર મુક્ત ભારત બનાવવા એક પાછાં"



Chinmyee Dave

## VIGILANCE - OUR SHARED RESPONSIBILITY

Vigilance means being alert and watchful to prevent things from going wrong. It is not the duty of a few officials or department but a shared responsibility of every citizen. Each one of us must perform our duties with honesty, care and integrity. In today's world, vigilance has become more important than ever as corruption, cyber crime and unethical behaviour threaten the progress and well-being of society.

The Government of India observes VIGILANCE AWARENESS WEEK in the last week of October every year to spread the message of integrity and Transparency.

Martin Luther King Jr. rightly said, "The time is always right to do what is right". Vigilance begins with doing the right thing, even when no one is watching. It is about maintaining ethical conduct and ensuring transparency in all our actions.

Vigilance can be practiced daily through small but meaningful actions - being careful while using online banking, reporting suspicious activities, following workplace rules and refusing to give or take bribes. These actions, though simple, help build a transparent and responsible society.

In large scale public projects like metro, highway etc..., vigilance plays a crucial role. These projects involve huge public funds, making transparency essential at every stage - from planning to execution. Every rupee spent must be justified to ensure public money is used efficiently and honestly.

The youth have a vital role in promoting vigilance. When young people combine their technological knowledge with the wisdom of elders, it creates a strong system to prevent wrong doing.

Vigilance is not limited to law enforcement - it is everyone's responsibility. A vigilant society strengthens democracy, builds public trust and ensures national progress. Vigilance is not merely a duty; it is a lifelong commitment to truth, quality and integrity.

☐ NAME : CHINMYEE DAVE



Shubham A. Benani

### Vigilance: Our Shared Responsibility.

Vigilance is not just a department, It is a culture of integrity, accountability and protective awareness that every employee must uphold. In Gujarat Metro, where safety, punctuality and public trust are Paramount, vigilance becomes a shared responsibility that extends beyond audits & formal inspections.

As Station controllers, Train operators, Engineers, managers and administrative staff, we all are custodians of Public resources and safety. Vigilance begins with small actions like reporting irregularities, adhering to SOPs and resisting shortcuts that compromise quality or ethics. It also means nurturing transparent work environment where concerns can be raised without fear.

Corruption, negligence and complacency are not just policy violations but they erode public confidence and endanger lives. By staying alert to potential risks, whether in Procurement, operations or maintenance, we contribute to safer and more efficient metro system.

GMRC's commitment to vigilance is reflected in its training programs, grievance redressal mechanisms and support for employees. But these systems are only effective when employees actively participate. Each of us has a role in building a culture where ethical conduct is the norm, not the exception. In essence, vigilance is not a one-time act but a continuous mindset. It's about doing the right thing even when no-one is watching. Only our collective vigilance ensures that Gujarat Metro remains a symbol of trust, safety and excellence.

PRATEEK MALVIYA

## " VIGILANCE : OUR SHARED RESPONSIBILITY "

Vigilance is not just a word - it is a voice of Conscience. It is the inner alarm that reminds us that safety, integrity and justice are not guaranteed by laws alone, but protected through awareness, responsibility & Collective action.

In a world that is changing faster than ever, vigilance has become a moral duty that each one of us must uphold to preserve the values we cherish.

Vigilance means staying alert, not only to threats around us but also the silent wrongs that often go unnoticed. Corruption, dishonesty and exploitation rarely begin on a large scale. All these start with small acts like a bribe demanded, a bribe accepted, a rule ignored, a lie told or a truth hidden. When we stay silent these acts turn into destructive flames that harm society, weaken institutions and shake the roots of Faith.

Therefore vigilance responsibility belongs to each one of us, each citizen, every employee, every student, every human being.

True vigilance ~~but~~ begins from within. It begins when we choose Integrity over convenience, honesty over comfort and most important Courage over silence. Doing right even when no one is watching. Because the greatest battles of vigilance are not fought in public but in the heart of every individual.



Being vigilant also means caring for one another. It means observing when a child is threatened, when a woman is unsafe or when a colleague is suffering silently. not just the corruption alone but also Compassion in action.

Collective vigilance creates a culture where honesty is respected, accountability is expected and wrongdoing is discouraged. It means awareness to the truth, to the system, to values.

Ultimately, vigilance is a legacy we leave behind. It shapes the society and our future generation that will inherit. If we remain silent today, they will carry the burden tomorrow. But if we rise the integrity today they will stand tall tomorrow - fearless, honest and proud contributing to a better future.

Let us remember, vigilance is not a yearly campaign - it is a lifelong commitment. A promise that we will stay alert, stay aware and stand up for what is right.

Because a vigilant nation is not built by powerful leaders alone but by responsible citizens and by us together.

