

**INDIAN INSTITUTE OF CORPORATE AFFAIRS  
MINISTRY OF CORPORATE AFFAIRS  
GOVERNMENT OF INDIA**

**As on 24.06.2024**

**Particulars of the organization, functions and duties**

INDIAN INSTITUTE OF CORPORATE AFFAIRS  
MINISTRY OF CORPORATE AFFAIRS  
Plot No.: P 6, 7, 8 Sector - 5,  
IMT Manesar, District – Gurgaon,  
Haryana,  
Pin Code – 122052,  
Tel. Ph.: - 0124-2640000  
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**OBJECTIVES**

**(A) Main Objectives**

1. The primary objective is to establish, manage, maintain and run a world-class institute, to be called the Indian Institute of Corporate Affairs (IICA), for attaining, achieving and furthering the objectives of the Society, including the following:
2. Be a think-tank for the Government for holistic advice on all issues relating to corporate affairs, and impacting on corporate functioning, including the legislative, policy, structural, governance, regulation and inter-disciplinary/coordination issues, keeping in view the current developments and likely future scenarios.
3. Provide a dynamic and foresighted institutionalized platform for convergence, collective thinking and joint action by the Government, industry, premier institutions, thought leaders professionals, investors, civil society organizations and other stakeholders with a view to engage proactively in on-going up-gradation of corporate governance and functioning, assisting business today in facing / capitalizing-on the current challenges/opportunities, and shaping the business of tomorrow.
4. Promote/encourage and facilitate innovation, entrepreneurship/intrapreneurship and associated employment generation, particularly in the small and medium enterprises, including through facilities for identification of emerging business opportunities, attracting venture capital, incubation, capacity building, and being a solution-provider seeking global alliances for complimentary core competences.
5. Provide quality action research, consultancy and information services/support to all its stakeholders including the Central/State Governments, corporates, professionals, Directors of companies, investors etc.

6. Develop and maintain a state-of-the-art evolutionary Knowledge Management System, covering all aspects, issues, experiences relating to Indian and global corporate functioning/affairs, linked to internal and external sources of knowledge creation, development and warehousing, to provide data, information and knowledge to all stakeholders with speed and in formats designed for ease of access, navigation and utilization.
7. Develop a virtual think-tank/network with highly regarded institutions, intellectuals and individuals in fields related to corporate affairs world-wide, with IICA Centers located in selected prestigious institutions/think-tanks in India and abroad on reciprocal basis, to
8. Provide a mechanism for uniquely synergizing the leading-edge thinking for assisting corporate leadership, innovation and development.
9. Promote ethical corporate governance and business management practices, provide innovative governance solutions for inclusive growth and entrepreneurial excellence for developing socially-responsible enterprises, and support mechanisms for investor education, protection and grievance redressal.
10. Assist Central/State Governments in taking e-governance initiatives and systems to new frontiers for ever-improving governance structures, integrated regulation, service delivery & e-security, and support the implementation of electronic registry and e-governance based regulation/services of the MCA.
11. Be the alma mater for training and capacity building of Indian Company Law Service (ICLS) officers and also provide capacity building support for the functionaries of the MCA, corporates and other stakeholders, to facilitate their becoming proactive partners in the country's corporate/economic growth story, appropriately equipped in terms of mind-set, skills and knowledge.
12. Develop and establish a new discipline, to be called 'Corporate Affairs', for holistic treatment and coverage of all disciplines / subjects involved in, or impacting on, corporate functioning, e.g. management, economics, finance, taxation, accountancy, law, regulation, compliance management, global business scenario, emerging technologies, energy, environment, ethical corporate governance, corporate social responsibility, inclusive growth, sustainable developments etc., and evolve, develop and conduct degree/ diploma/ certificate courses and training programmes on 'Corporate Affairs' and its various components/ modules, so as to create a new breed/ stream of business leaders, chief executives, corporate professionals, entrepreneurs, innovators, public servants and regulators for effective futuristic corporate leadership, management and regulation, in an increasingly complex, interdependent, and fast-changing world. Catalyzing, facilitating and nurturing thought leadership, for the world of today and tomorrow, would be an intrinsic part of this new discipline.
13. Develop IICA as a unique / first 21st century Institute for shaping tomorrow's business and regulation, rooted in new paradigms arising from the developments and requirements of this century, with capability to analyze possible future scenarios for enabling pro-active action today, new approach / methodologies for research and imparting/utilizing knowledge, focus on 'learning skills for self-learning' rather than on 'teaching' etc.

14. Adopt strategies and take up activities in consonance with the Society's objectives, to enable its functioning as a financially independent, totally self-sufficient entity by the year 2016-17, so as to further strengthen autonomy and objectivity in internal operations.

## **(B) Other Objectives**

In furtherance of the main objectives set out above, the proposed Charter of the IICA would include the following:

1. Set up 'a Global Collaboration Network for Governance and Economic growth (GCNGEG), comprising governments, corporates, prestigious institutions, think-tanks and other organizations related to corpora affairs, governance and economic growth, to work at global as well as local levels on governance and economic growth issues in the context of corporate functioning.
2. Provide policy research and knowledge support to MCA in understanding the changing business environment and needs/expectations of the regulated entities and stakeholders.
3. Develop and maintain a sophisticated state-of-the-art Knowledge Management (KM) system that is available to be utilized by MCA, corporate sector, Regulators, research fraternity, other Ministries of the Government.
4. Function as a vibrant think-tank assisting MCA in continuously redesigning the regulatory response and service delivery systems.
5. Act as institutional support for efficient delivery of some of MCA services, especially the implementation of the inter-twined concept of Corporate Governance and Investor Education, with special focus on the small unlisted companies.
6. Create a permanent platform for convergence of all stakeholders for their partnership/participation in various initiatives undertaken by MCA.
7. Work as a One-Stop-Shop for Corporate and Business Solutions operated through true functional partnerships between MCA, corporates, professionals, civil society organizations and other stakeholders.
8. Establish synergistic linkage and networking with the stakeholders as well as with premier national/international institutions/organizations.
9. Become member of national and international think-tanks/networks and other institutionalized fora that are engaged in academics, research, advocacy, deliberations and other activities in the field of corporate affairs and related subjects at the national and global levels.
10. Log and compile "best practices" and "notable experiences" from the domestic and international corporate world and make them available to both the public and private sectors, with ideas/suggestions about 'next practices'.
11. Serve as the premier institute for capacity building for public and private sector professionals in corporate governance and public policy; develop distance learning capabilities and facilities.
12. Establish a single web based Registry for MCA and provide data warehousing, data mining and other similar value added services to MCA and other stakeholders.
13. Provide consultancy services to government departments, public enterprises and institutions for review, improvement of their existing organizations, systems, procedures, training activities and other related subjects.
14. Develop and promote 'corporate affairs' as a distinct body of knowledge and design innovative methods for capacity building in this area wherein stress is laid on learning rather than teaching.
15. Award diplomas, certificates and other distinctions to persons trained and to prescribe standards of

- proficiency before the award of such diplomas, certificates and other distinctions.
16. Set standards in such areas/disciplines/activities as considered relevant/necessary in the context of responsible and effective corporate functioning, and act as a certifying agency for organizations/individuals who achieve such standards.
  17. Set up Corpus, Chairs and other mechanisms considered appropriate/necessary for attracting funds for IICA, so as to make it financially sustainable and totally self-supporting. Do all such other acts and things either alone or in conjunction with other organizations or persons as the society may consider necessary incidental or conducive to the attainment of the objectives of the society.
  18. To draw curriculum for the courses in the fields of corporate affairs and to award diplomas, degrees including post graduate, doctoral and post-doctoral research awards.
  19. To conduct workshops, seminars of national and international standards, publish case studies, journals, books, monographs, conference materials in corporate affairs and management.
  20. To have tie-ups with foreign universities, government institutions of repute in furtherance of the objects of the Institute.
  21. To publish and disseminate information relating to results of research and other training courses/programmes.
  22. To set up regional centres and branches of the Institute in India or elsewhere in furtherance of the main objects of the Institute and to fix and charge fees for the courses to be conducted, to construct buildings, training Centre, workshops, books, research materials, journals and in the pursuit of scholastic attainments of the Institute as "Centre for Excellence".
  23. To provide research and consultancy support to central/state/local bodies on governance issues including development and redesigning of governance and service delivery structures.
  24. To assist Companies/LLPs/SMEs/NGOs etc on Organizational Management and Development issues and undertake action research/consultancy for providing customized solutions.

#### **HEAD OF THE INSTITUTE: DIRECTOR GENERAL & CEO**

1. The Director General & Chief Executive Officer (DG & CEO) of the Institute is the administrative head of the Institute.
2. The DG&CEO is appointed by Central Government (Ministry of Corporate Affairs (MCA)) with the approval of the Appointments Committee of Cabinet (ACC) on the basis of the recommendation, comprising a panel of three names, made by the Board, or a suitable Committee of the Board or as recommended by the Ministry of Corporate Affairs to the ACC. The procedure for preparing the panel would be as prescribed.
3. The DG & CEO is appointed for a period of five years or up to the age of 65 years, whichever is earlier. This term cannot be curtailed by the Board/ Government except in exceptional circumstances. In the event of such a situation arising, the Board would be required to pass a resolution for removal of the DG & CEO, clearly recording the reasons thereof and after following the rules of natural justice. Such a resolution would be required to be approved by MCA.
4. The emoluments, allowances and other conditions of service of the DG&CEO is fixed by MCA.
5. The DG&CEO shall be the ex-officio Secretary of the Board.
6. The DG&CEO shall be delegated all such powers as the Board may consider necessary for the discharge of his duties. The DG&CEO may in writing delegate some of his powers to any staff of the Institute with the approval of the Board.
7. The DG&CEO shall maintain a record of the minutes of the meetings of the Society and the Board and shall perform such other duties as may be required, or as may be incidental to his office or as

may from time to time be entrusted to him by the Board.

8. Subject to the rules and regulations of the Institute, the DG&CEO shall be, inter alia, responsible for:
  - I. Implementing the directions of the Board and proper administration of the affairs and funds of the Institute;
  - II. Exercising supervisions and disciplinary control over the work and conduct of all employees of the Institute
  - III. Coordinating and exercising general supervision over all the activities of the Institute; and executing all contracts, deeds and other instruments on behalf of the society, if so authorized by the Board.

## **AUTHORITY STRUCTURE OF THE SOCIETY**

The authority structure of the Society shall comprise the following:

1. General Body of the Society
2. Board of Governors
3. Brains Trust.

**A.** The General Body of the Society shall consist of the following members, namely:

<b>S.NO.</b>	<b>MEMBER</b>	<b>STATUS</b>
1	Minister for Corporate Affairs Government of India	Ex-officio President
2	Secretary, Ministry of Corporate Affairs	Ex-officio Member, Vice-President of the Society and Chairman of the Board
3	Additional Secretary, Ministry of Corporate Affairs	Ex-officio Member
4	AS&FA, Ministry of Corporate Affairs	Ex-officio Member
5	Joint Secretary, Ministry of Corporate Affairs	Ex-officio Member
6	Director (Investigation), Ministry of Corporate Affairs	Ex-officio Member
7	Director/Deputy Secretary, Ministry of Corporate Affairs	Ex-officio Member-Secretary

**The General body shall have the authority to:**

1. Guide and mentor the functioning of the Board as well as approve the annual plan of the institute as formulated by the Board.
2. Issue such directives to the Board as deemed fit for achievement and furtherance of the objectives of the Society.
3. Undertake such action as may be required in case the Board fails to follow its directives.

**B. There shall be a Board of Governors of the Society which will be responsible for overall functioning of the Institute. It shall have the following members:**

S.NO	CATEGORY	MAXIMUM NUMBER OF MEMBERS	STATUS
1	Secretary, Ministry of Corporate Affairs, Government India	1	Member & Ex- of officio Chairman of the Board of Governors
2	Institutional Members, (Heads of prestigious institutions): <ul style="list-style-type: none"> <li>• Management Institutions -1</li> <li>• Technology Institutions -1</li> <li>• Law Schools-1</li> </ul>	3	
3	Corporate Leaders	6	
4	Professionals/Experts from the fields of: Economics Law Chartered Accountancy Company Secretary ship	2	
5	Members nominated by MCA	3	
6	Additional Secretary/Joint Secretary, Ministry of Corporate Affairs, Government India	1	Ex-Officio Member
7	DG&CEO	1	Ex-officio Member Secretary
	<b>TOTAL</b>	<b>17</b>	

The members nominated by MCA would be from amongst professionals, corporates, entrepreneurs, regulatory authorities, NGOs/civil society organizations, academicians, public servants, administrators, management/finance/legal experts and other qualified and well-regarded persons who, in the opinion of MCA, could contribute significantly to Board functioning and also look after the interests of MCA in terms of the broad direction the institute should take and the activities which it organizes, so as to keep them in consonance with the original objectives of setting up IICA, including in terms of providing think-tank, capacity building, and service delivery support to the MCA.

**The names and occupations of the Members of the Board of Governors of the Society to whom the management of the Society and its affairs is entrusted are:-**

Sl. No.	Name of Board Member
1.	Dr. Manoj Govil, Secretary Ministry of Corporate Affairs, New Delhi-110001.
2.	Shri Ajay Bhushan Pandey, Director General & Chief Executive Officer (DG & CEO), IICA
3.	Smt. Anuradha Thakur, Additional Secretary Ministry of Corporate Affairs, New Delhi-110001.
4.	Shri Manoj Pandey, Additional Secretary, Ministry of Corporate Affairs, New Delhi-110001.
5.	Dr Sumantra Pal Economic Advisor DPE Nominee
6.	Shri Ravi Mital Chairperson Insolvency and Bankruptcy Board of India
7.	Ms. Ravneet Kaur Chairperson, Competition Commission of India

8.	Shri B.V.R. Subrahmanym, CEO, NITI Aayog
9.	Dr. Ajay Bhushan Prasad Pandey, Chairperson NFRA
10.	Dr. Soumya Kanti Ghosh, Chief Economist State Bank of India
11.	Shri Amarjeet Singh, Executive Director Securities and Exchange Board of India
12.	Prof. Surender Kumar, Professor Delhi School of Economics
13.	Shri Debadatta Chand, Ex Managing Director Bank of Baroda

**i. BRAIN TRUST:**

There shall be a 'Brain Trust' comprising top level national and international thought leaders, industrialists, and academicians etc. to provide overall policy and strategic advice to the Board. While guiding and mentoring its overall functioning, the Brains Trust will act as a friend, philosopher and guide to Institute. The membership of this Trust would be decided jointly by MCA and the Board. The Brains Trust will meet at least once a year to consider the overall directions and functioning of Institute and hold a meeting with the Board. In addition, at least one or a maximum of two Members of the Brains Trust would be invariably invited to every Board meeting to enable regular value addition to the Board deliberations.

## **THE POWERS AND DUTIES OF ITS OFFICERS AND EMPLOYEES.**

### **A. Chief Administrative Officer/First Appellate Authority**

1. Overall in-charge of administrative functions, responsible to Director/Board/Society/ Ministry.
2. Delegated financial powers as Head of Office.

### **B. Administrative Officer**

1. All matters relating to Administration.
2. Maintenance and upkeep of office buildings.
3. Purchases, Tenders for service etc.
4. Personal claims of employees
5. Central Public Information Officer under RTI Act, 2005.

### **C. Librarian**

1. Overall Library Management.
2. Allocation of staff job descriptions and staff development.
3. General Administration of the Library.
4. Coordinate with Library Committee.
5. Conduct Library Orientation sessions.
6. Technology applications in the Library.
7. External library interface.
8. Public Records Officer

### **D. Chief Information Officer-IT**

1. Manage the IT development initiatives and IT Infrastructure at the Institute.
2. Bringing new technologies to the campus and integrate the technologies with specific needs of the Institute.
3. Maintaining appropriate documents and records related to IT Infrastructure, facilities and usage.

#### **E. System Administrator-IT**

1. Managing, troubleshooting, licensing, and updating hardware and software assets.
2. Maintenance, configuration, and reliable operation of computer systems, network servers, and virtualization
3. Troubleshoot hardware and software errors by running diagnostics, documenting problems and resolutions, prioritizing problems, and assessing impact of issues.
4. Specifications to IT staff for planning and implementing new or upgrades of IT infrastructure.
5. Provide documentation and technical Perform or delegate regular backup operations and implement appropriate processes for data protection, disaster recovery, and failover procedures

#### **F. Research Analyst-IT**

1. Maintaining, managing, developing and updating Website on daily basis.
2. Web server maintaining for website with Cyber Security.
3. Maintaining and managing Database Server with Cyber Security.
4. Vulnerability checking, install patches and update on daily basis.
5. Security testing and manage webserver (With Security Socket Layer).
6. Managing, troubleshooting and updating Intranet and other Web Application with database.

#### **G. Chief Finance Officer**

1. Proper maintenance of accounts, disbursement, investment, attending to statutory audit, CAG Audit
2. Responded to CAG queries
3. Co-ordination with Auditors
4. Prepared Budget Estimate and Revised Estimate
5. Correspondence with Income Tax Department regarding Exemption>Returns.

#### **H. Finance Officer**

1. Handling accounts of Long Duration Programmes.
2. Handling IICA General Accounts.
3. Maintenance/Finalization of Accounts.

4. Handling all Compliance matters of the Institute.
5. Taxation including Income Tax and Service Tax.
6. Finalization of Accounts and Budgets.
7. FCRA Compliance, Provident Fund, NPS etc.

**I. Manager-HR**

1. All HR matters.
2. Handling matters related to the Staff Unions.
3. Legal/Statutory matters.
4. RTI matters- First Appellate Authority.
5. All grievances related matters for staff.
6. All welfare related matters for staff.

**J. Assistant Manager - HR**

1. All HR matters.
2. Handling matters related to the Staff Unions
3. Legal/Statutory matters.
4. RTI matters- First Appellate Authority
5. All grievances related matters for staff.
6. All welfare related matters for staff.

**MONTHLY REMUNERATION RECEIVED BY EACH OF ITS OFFICERS AND STAFF**

	Name of person	Designation	Employment Nature	Remuneration
1.	Col. Amandeep Singh Puri	Chief Administrative Officer	Deputation	197600
2.	Dr. Niraj Gupta	Associate Professor	Regular	171400
3.	Dr. Naveen Sirohi	Associate Professor	Regular	161600
4.	Dr. Garima Dadhich	Associate Professor	Regular	147900
5.	Dr. Pyla Narayana Rao	Associate Professor	Regular	147900
6.	Shri Rajesh Batra	Head of Centre	Regular	155900
7.	Dr. Lata Suresh	Librarian	Regular	170400
8.	Shri Anil Kumar	Administration Officer	Regular	78800
9.	Shri Debarun Kalita	System Administrator	Regular	91400
10.	Shri Abhijit Chakrabarty	Research Analyst	Regular	55200
11.	Col.(Dr.) Gulshan Khajuria, SM	Administration Officer	Contractual	100000
12.	Shri Mukesh Kumar	Head of Centre	Contractual	134700
13.	Dr. K L Dhingra	Head of Centre	Contractual	267000
14.	Dr. Kana Sukumaran	Chair Professor	Contractual	267000
15.	Mr. Rakesh Bhanot	Consultant	Contractual	34700
16.	Shri Mathew John	Programme Manager	Contractual	118200
17.	Mr. Manoj Kumar	Chief Program Executive	Contractual	105100
18.	Shri Ravi Raj Atrey	Chief Program Executive	Contractual	120000
19.	Mr. Prem Vaswani	Chief Program Executive	Contractual	100000
20.	Mr. Kappey Yadagiri	Chief Program Executive	Contractual	125000
21.	Ms. Anindita Chakrabarty	Chief Program Executive	Contractual	100000
22.	Mr. Akshay Jain	Chief Program Executive	Contractual	125000
23.	Mr. Narendra Singh	Sr. Consultant	Contractual	63600

24.	Mr. Asheesh Kumar	Sr. Research Associate	Contractual	80600
25.	Ms. Mona Jha	Sr. Research Associate	Contractual	71500
26.	Dr. Ankita Sharma	Sr. Research Associate	Contractual	75000
27.	Ms. Shivangi Vashishta	Sr. Research Associate	Contractual	75000
28.	Ms. Annu Yadav	Sr. Research Associate	Contractual	85000
29.	Ms. Shubhangi Singh	Sr. Research Associate	Contractual	75000
30.	Mr. Sanjay Joshi	Sr. Research Associate	Contractual	100000
31.	Ms. Ankita Tiwari	Fellow	Contractual	53700
32.	Mr. Aman Chauhan	Sr. Consultant	Contractual	60000
33.	Ms. Gauri Raina	Assistant Manager	Contractual	100000
34.	Mr. Neeraj Kumar	Consultant	Contractual	70000
35.	Mr. Vineet Aggarwal	Consultant	Contractual	60900
36.	Ms. Aanchal Anand	Consultant	Contractual	40800
37.	Mr. Nafis Ansari	Consultant	Contractual	35700
38.	Mr. Naresh Kumar	Consultant	Contractual	63600
39.	Mr. Kulvir Singh Lal	Consultant	Contractual	35000
40.	Mr. Avanish Ranjan Srivastav	Consultant-Coordinator	Contractual	45000
41.	Shri Lokesh Kumar	Consultant	Contractual	44600
42.	Shri Anil Kumar T	Consultant	Contractual	31800
43.	Ms. Hema	Consultant	Contractual	32200
44.	Ms. Sana Farid	Consultant	Contractual	30000
45.	Ms. Akanksha Chaudhri	Research Associate	Contractual	40000
46.	Mr. Tejasvi Murti	Research Associate	Contractual	40000
47.	Mr. Vinay Kumar	Consultant	Contractual	40000
48.	Mr. Aasheesh Pareek	Research Associate	Contractual	50000
49.	Mr. Nikhil Kumar Singh	Consultant	Contractual	50000
50.	Mr. Varun Dixit	Consultant	Contractual	30000
51.	Mr. Raju Kumar	Consultant	Contractual	30000
52.	Ms. Neha Singh	Consultant	Contractual	35000
53.	Mr. Pramod Jangra	Consultant	Contractual	40000

54.	Ms. Jayati Dey	Consultant	Contractual	40000
55.	Shri Parveen Yadav	Consultant-I	Contractual	26800
56.	Shri Sundeep Kumar	Consultant-I	Contractual	26400
57.	Shri Nitin Wahi	Consultant-I	Contractual	30400
58.	Shri Harish Sharma	Project Assistant	Contractual	21100
59.	Mr. Suraj Singh	Research Associate	Contractual	40000
60.	Anand Chaturvedi	Network Assistant	Contractual	25000

**NAME, DESIGNATION AND OTHER PARTICULARS OF THE PUBLIC INFORMATION OFFICER, APPELLATE AUTHORITY, ETC.**

**1. Name and Designation of Central Public Information Officer**

**Col. (Dr.) Gulshan Khajuria, SM  
Administrative Officer**

*Complete Address of CPIO, IICA*

Indian Institute of Corporate Affairs  
Ministry of Corporate Affairs  
Government of India  
Plot No. P-6, 7 & 8, Sector-5, IMT, Manesar, Gurgaon,  
Haryana-122052  
Email: [gulshan.k@iica.in](mailto:gulshan.k@iica.in)  
Ph. 0124-2640051

**2. Name and Designation of First Appellate Authority**

**Col. Amandeep Singh Puri  
Chief Administrative Officer**

*Complete Address of First Appellate Authority*

Indian Institute of Corporate Affairs  
Ministry of Corporate Affairs  
Government of India  
Plot No. P-6, 7 & 8, Sector-5, IMT, Manesar, Gurgaon,  
Haryana-122052  
Email: [cao@iica.in](mailto:cao@iica.in)  
Ph. 0124-2640052

**CONSTITUTION OF INTERNAL COMPLAINT COMMITTEE ON SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE IN IICA.**

Sl. No.	Name	Current Designation	Designation in ICC
(i)	Ms. Anita Shah Akella	Joint Secretary, MCA	Chairperson
(ii)	Mr. Amarpreet Kaur	Assistant Director, ICLS	Member
(iii)	Dr. Pyla Narayana Rao	Associate Professor, IICA	Member
(iv)	Dr. Jayshree	Additional Secretary (Retd.) and President, Society for Upliftment of Masses (SUM)	Outside member

The above information on the website shall be updated from time to time.