

प्रगति

वेकोलि की त्रैमासिक पत्रिका

अप्रैल-जून 2026



डॉ. हेमंत शरद पांडे

अध्यक्ष-सह-प्रबंध निदेशक, वेकोलि

WCL'S VISIONARY LEADERS



डॉ. हेमंत शरद पांडे
अध्यक्ष-सह-प्रबंध निदेशक



श्री बिक्रम घोष
निदेशक (वित्त/मानव संसाधन)



श्री संदीप एस. परांजपे
निदेशक तकनीकी (पटि. एवं यो.)



श्री अजय मधुकर म्हेत्रे
मुख्य सतर्कता अधिकारी

अध्यक्ष-सह-प्रबंध निदेशक का संदेश

मुझे अत्यंत प्रसन्नता है कि वेस्टर्न कोलफील्ड्स लिमिटेड की पत्रिका "प्रगति" का नवीन अंक प्रकाशित हो रहा है। यह पत्रिका वेकोलि की उपलब्धियों, नवाचारों, महत्वपूर्ण गतिविधियों तथा कर्मियों के समर्पित प्रयासों को अभिव्यक्त करने का एक प्रभावी माध्यम है।

वर्ष 2026 की दूसरी तिमाही वेकोलि के लिए अनेक महत्वपूर्ण उपलब्धियों और नए संकल्पों की साक्षी रही है। इस अवधि में उत्पादन, सुरक्षा, पर्यावरण संरक्षण, डिजिटलीकरण, कर्मचारी कल्याण तथा सामाजिक उत्तरदायित्व के क्षेत्रों में कुछ उत्कृष्ट प्रयास हुए हैं। वेकोलि आधुनिक तकनीक, पारदर्शी प्रशासन और नवाचार-आधारित कार्य संस्कृति के माध्यम से एक सशक्त एवं भविष्य-दृष्टि संपन्न कंपनी के रूप में निरंतर आगे बढ़ रहा है। हाल ही में हमारी डिजिटल पहलों को राष्ट्रीय स्तर पर प्राप्त सम्मान इस बात का प्रमाण है कि वेकोलि तकनीक-संचालित सुशासन और सेवा उत्कृष्टता की दिशा में अग्रसर है। कर्मचारी स्वास्थ्य, सुरक्षा एवं कल्याण हमारे लिए प्राथमिकता हैं। हमारी टीम के सामूहिक प्रयासों और प्रतिबद्धता से निश्चित ही सफलता की राह उज्वल होगी।

'प्रगति' वेकोलि की उपलब्धियों और गतिविधियों का प्रतिबिंब है। साथ ही, यह हमारे कर्मियों की रचनात्मक प्रतिभा का भी सशक्त मंच है। इस पत्रिका के माध्यम से हमारे कर्मों अपने अनुभव, विचार, कविताएँ, लेख तथा सृजनात्मक अभिव्यक्तियाँ साझा कर सकते हैं। ज्ञान, अनुभव और विचारों का यह आदान-प्रदान न केवल व्यक्तित्व विकास को प्रोत्साहित करता है, बल्कि एक-दूसरे से सीखने का अवसर प्रदान करता है।

मुझे विश्वास है कि 'प्रगति' का यह अंक पाठकों को वेकोलि की भविष्य की दिशा से अवगत कराने के साथ-साथ कंपनी के प्रति गर्व एवं जुड़ाव की भावना को सशक्त करेगा। मैं प्रगति के संपादक-मंडल को इस उत्कृष्ट अंक के प्रकाशन हेतु हार्दिक बधाई देता हूँ।



(डॉ. हेमंत शरद पांडे)

अध्यक्ष-सह-प्रबंध निदेशक
वेस्टर्न कोलफील्ड्स लिमिटेड

प्रगति पथ पर...



डॉ. हेमंत शरद पांडे, सीएमडी, डब्ल्यूसीएल, को 29 मई 2026 को नई दिल्ली में गवर्नेंस नाउ द्वारा आयोजित 11 वें पीएसयू आईटी फोरम एवं पुरस्कार समारोह में "डिजिटल ट्रांसफॉर्मेशन लीडर ऑफ द ईयर" के प्रतिष्ठित पुरस्कार से सम्मानित किया गया। यह पुरस्कार उन्हें माननीय लोकसभा सदस्य श्री अनुराग ठाकुर द्वारा प्रदान किया गया।



वेस्टर्न कोलफील्ड्स लिमिटेड (डब्ल्यूसीएल) के सीएमडी डॉ. हेमंत शरद पांडे ने अंतरराष्ट्रीय खदान बचाव प्रतियोगिता 2026 में उत्कृष्ट उपलब्धि हासिल करने वाली कोल इंडिया लिमिटेड-डब्ल्यूसीएल खदान बचाव टीम को सम्मानित किया। डब्ल्यूसीएल के निदेशक श्री संदीप परांजपे के नेतृत्व में टीम कोल इंडिया/डब्ल्यूसीएल ने 11 देशों की 22 टीमों के साथ प्रतिस्पर्धा की और आईएमआरसी 2026 की समग्र विजेता (Overall Champion) बनकर इतिहास रच दिया।



डब्ल्यूसीएल मुख्यालय में 19 मई 2026 को 'जल मंथन' कार्यक्रम का आयोजन किया गया। कार्यक्रम में पद्मश्री श्री उमाशंकर पांडे जी की प्रमुख अतिथि के रूप में गरिमामयी उपस्थिति रही।



डब्ल्यूसीएल ने अपने इतिहास में पहली बार स्वतंत्र कॉर्पोरेट लोगो एवं नई कॉर्पोरेट पहचान का भव्य अनावरण किया। यह अवसर कंपनी की प्रगतिशील यात्रा में एक ऐतिहासिक एवं गौरवपूर्ण उपलब्धि के रूप में दर्ज हुआ।



डब्ल्यूसीएल ने विश्व पर्यावरण दिवस पर दिनांक 05 जून 2026 को कम्पनी मुख्यालय में वृक्षारोपण कर विश्व पर्यावरण दिवस मनाया। कार्यक्रम के दौरान पर्यावरण दिवस के उपलक्ष में आयोजित प्रतियोगिताओं के विजेताओं को सम्मानित किया गया।



वेकोलि के अध्यक्ष-सह-प्रबंध निदेशक डॉ. हेमंत शरद पांडे ने 06 जून 2026 को नागपुर तथा उमरेड साइडिंग का दौरा कर खनन संचालन, उत्पादन तथा उत्पादकता संबंधी गतिविधियों, सुरक्षा प्रबंधन, अवसंरचना विकास तथा मानसून पूर्व तैयारियों की व्यापक समीक्षा की।

प्रगति पथ पर...



वेस्टर्न कोलफील्ड्स लिमिटेड ने भारत सरकार के कोयला मंत्रालय द्वारा जारी दिशानिर्देशों के अनुपालन में, चिन्हित 8 खदान-बंदी क्लस्टरों में व्यापक सामाजिक प्रभाव आकलन करने तथा खदान बंदी के प्रभाव क्षेत्र का निर्धारण करने के लिए एएफसी इंडिया लिमिटेड के साथ समझौता किया है।



WESTERN COALFIELDS LIMITED
(A Subsidiary of Coal India Limited)

इब्ल्यूसीएल मुख्यालय स्थित सांस्कृतिक भवन में कोल क्वालिटी पखवाड़ा 2025-26 पुरस्कार वितरण समारोह का आयोजन किया गया। कोयला गुणवत्ता के क्षेत्र में उत्कृष्ट कार्य कर रहे कर्मियों, खदानों एवं क्षेत्रों को विभिन्न कटेगरी में पुरस्कार प्रदान किए गए।



इब्ल्यूसीएल ने नागपुर स्थित श्री राधाकृष्ण अस्पताल एवं अनुसंधान संस्थान में अपने सीएसआर परियोजना के अंतर्गत नए नेत्र रोग (ऑपथैल्मोलॉजी) विभाग की स्थापना तथा अस्थि रोग (ऑर्थोपेडिक) विभाग के उन्नयन कार्य का शुभारंभ किया।



दिनांक 14.04.2026 को, वेकोलि में, बाबासाहेब डॉ. भीमराव आंबेडकर को आदरांजलि अर्पित की गयी। अवसर विशेष पर डॉ. भीमराव आंबेडकर के विचारों को स्मरण किया गया। कार्यक्रम में कर्मों गण बड़ी संख्या में उपस्थित थे।



नागपुर, 22 मई 2026 को नगर राजभाषा कार्यन्वयन समिति (नराकास-2), नागपुर द्वारा वेस्टर्न कोलफील्ड्स लिमिटेड मुख्यालय के सांस्कृतिक भवन में छमाही बैठक एवं हिंदी प्रतियोगिता पुरस्कार वितरण समारोह आयोजित किया गया। कार्यक्रम में जनवरी-फरवरी 2026 के दौरान आयोजित 10 हिंदी प्रतियोगिताओं के 50 विजेताओं को पुरस्कृत किया गया।



वेकोलि में अध्यक्ष-सह-प्रबंध निदेशक, डॉ. हेमंत शरद पांडे के नेतृत्व में 'स्वच्छता पखवाड़ा' का शुभारंभ किया गया। मुख्यालय के साथ-साथ वेकोलि के सभी क्षेत्रों में यह पखवाड़ा 16 जून से 30 जून तक मनाया गया।

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We invite write-ups for the next issue of Pragati
(July-September 2026)

Please send your articles, poems, short stories, recent news, writings regarding new initiative or innovation in your work, travelogue, book review, etc. to :

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Disclaimer :

The views, opinions and content expressed in the articles, poems, stories and other contributions are those of the respective authors and do not necessarily reflect the views or policies of Western Coalfields Limited (WCL). WCL does not endorse, recommend or assume responsibility for the accuracy, validity or opinion presented in these contributions.



SWASTH & DMS PORTAL

SWASTH (Smart Wellness Assistance System for Treatment and Health) is a web based digital platform for Real time monitoring of health services of Western Coalfields limited (WCL) patients. It is an online patient referral & monitoring portal. It helps in knowing the Real time health statistics of the patient admitted in the empanelled hospitals of CIL. It enables real time data for better preventive care and resource planning.

SWASTH portal is WCL's attempt to make health care data driven, transparent and accessible across all its mining areas. It enables the company to enhance the Healthcare services provided to the employees and dependents and managing of resources in a better way.

Dispensary Management System (DMS) of Western Coal fields limited is an in house developed digital platform to streamline healthcare of employees and dependents across our Dispensaries and Hospitals. It features OPD Entry, Computerized E-prescription, photo based registration, and Tokens display to reduce waiting time. The DMS Module helps in Real time monitoring of the patients in Dispensaries and Hospitals. This system allows to monitor performance and to plan the interventions quickly. WCL uses this system to standardize process across its areas to reduce the paperwork and improve the service speed for Employees.



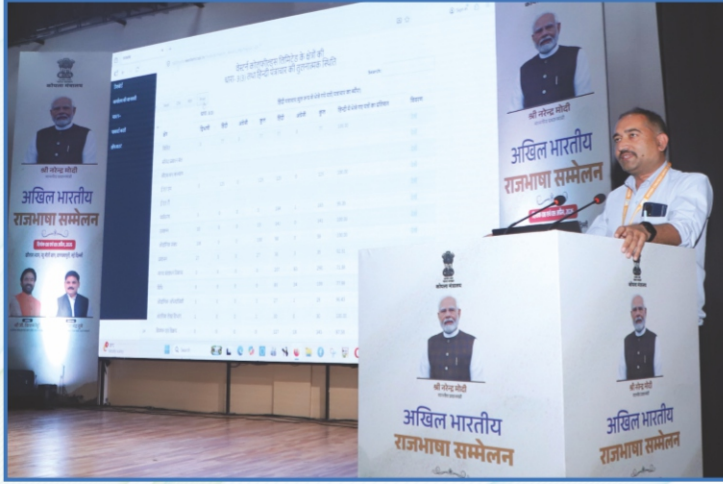
PARDARSHI PORTAL

The Pardarshi Portal was launched on 30.01.2026 to improve transparency in coal quality monitoring. It is a digital platform designed for coal consumers. Through this portal, consumers can view coal sampling and collection process at different WCL dispatch points in real time. This helps them clearly understand how coal quality is checked and maintained.



The portal builds trust between WCL and its consumers by providing direct visibility into operations. It also increases accountability, as the entire process can be monitored without any confusion. By reducing doubts and disputes related to coal quality, the system becomes more reliable and efficient.

Overall, the Pardarshi Portal is a simple and effective step towards digitalization, ensuring openness, better communication, and stronger confidence among consumers in the coal supply process.



राजभाषा प्रगति प्रतिवेदन पोर्टल

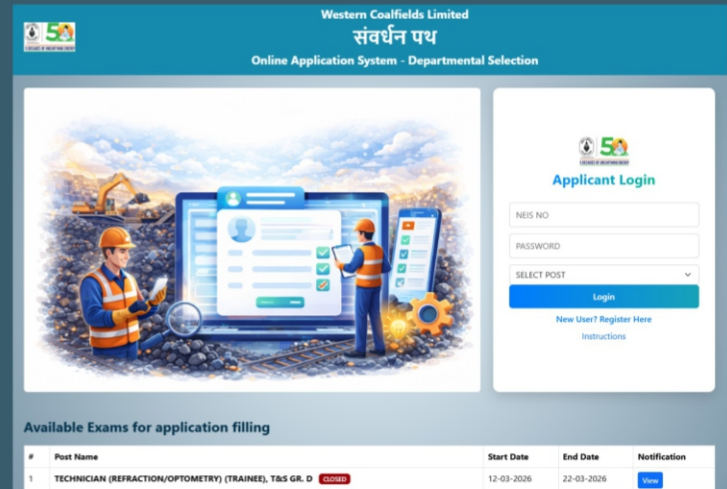
वेस्टर्न कोलफील्ड्स लिमिटेड ने राजभाषा के कार्यान्वयन को डिजिटल और अधिक प्रभावी बनाने के लिए 'राजभाषा प्रगति प्रतिवेदन पोर्टल' की शुरुआत 01 अक्टूबर 2025 से की है। इस पहल के माध्यम से WCL, कोल इंडिया लिमिटेड (CIL) की पहली ऐसी सहायक कंपनी बन गई है जिसने राजभाषा रिपोर्टिंग को पूरी तरह ऑनलाइन कर दिया है। यह पोर्टल भारत सरकार की राजभाषा नीति के अनुपालन को सुनिश्चित करने और दैनिक आधिकारिक कार्यों में हिंदी के प्रयोग को बढ़ावा देने के लिए एक महत्वपूर्ण तकनीकी मंच के रूप में कार्य कर रहा है।

इस पोर्टल की मुख्य विशेषताएं और उद्देश्य:

- डिजिटलाइजेशन की ओर कदम
- ऑनलाइन रिपोर्टिंग
- निरंतर समीक्षा
- दक्षता में वृद्धि

SAMAVARDHAN PATH

An Online Portal



Samavardhan Path, an online portal for company level departmental selection is an in-house web-portal developed jointly by IR and Systems Department for receiving and processing online applications of employees posted in different units/areas of WCL for notified posts.

- This web-portal will increase transparency, speed, accuracy in the application process.
- This paperless system will also lead to hassle free processing and scrutinizing of applications without any storage issues.
- The applicant will have to apply online through the web portal for the notified posts by registering and logging into the Samavardhan Path.
- Unit-In-Charge will have to fill the APR rating and Departmental Clearance of the applicants and also check and forward/revert/reject their applications as per notification norms through the portal which will be forwarded to areas.

VIDHI SHAKTHI PORTAL



Vidhi Shakthi Portal is a Litigation Information System intended to be a Case Management system which has been developed by Western Coalfields Limited (WCL) to manage all its litigations pending before various courts and tribunal. This portal has been developed with a view to streamline the process of making entries of the cases and to have a centralized record system. The salient features of the portal are that the litigation could be identified after Case Number, Forum (Supreme Court/High Court/Lower Courts/ Tribunals/Arbitration etc.), Subject wise, Category wise, Year Wise, Advocate wise, Area Wise, By or Against the Company and Department Wise. The same on proper updation will give details regarding the pending litigations.

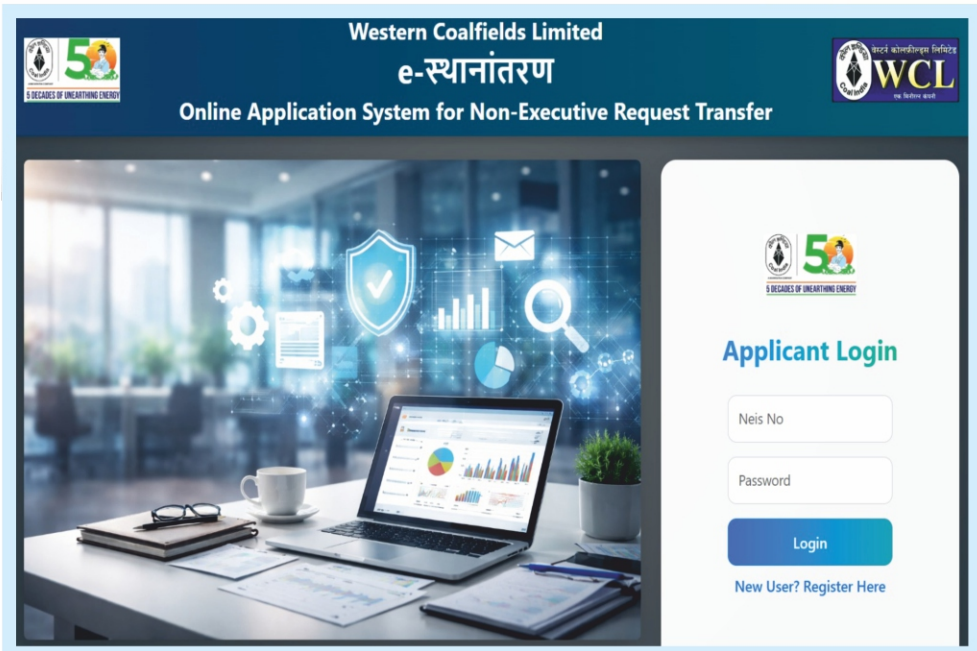
E-स्थानांतरण PORTAL

“E-स्थानांतरण Portal” – a digital step towards transparent, efficient, and employee-centric transfer management.

The launch of the E-स्थानांतरण Portal marks another significant milestone in WCL's journey towards smart and transparent administration.

Previously Inter Area Request Transfer proposals were being processed from the Areas through e-office after receiving physical applications of employees for transfers.

In order to streamline the procedure of Inter Area Request Transfer and to ensure greater transparency, accountability and ease in processing of transfer applications, an online transfer portal namely “E-स्थानांतरण” has been developed. Through the said



portal, the concerned employee shall be able to submit the application online and monitor the status of his/her transfer request at various stages.

DÉJÀ VU AT DALAL STREET

From Witnessing CIL's Historic IPO to Watching BCCL Ring the Bell



B. Pandurangan

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तमसोमाज्योतिर्गमय

Lead us from darkness to light.

— Bhadrāranyaka Upanishad

When the Bell Rings Twice in a Career

Some moments in a professional life return like echoes across time.

In October 2010, as a young officer working in Coal India Ltd (CIL), I had the rare privilege of witnessing one of the most remarkable milestones in the history of India's public sector—the initial public offering of CIL. The excitement across the organisation was palpable. For the first time, the single largest coal producer in the world was stepping into the capital markets, inviting ordinary investors to become part of its journey.

I still remember the confident words of CIL's then Chairman and Managing Director, Shri Partha S. Bhattacharyya, spoken with the quiet conviction of someone who understood both the industry and the market:

"Coal in India is Coal India."

It was a simple statement, yet it captured the essence of the organisation's dominance and its role in powering the nation's economy.

With a characteristic touch of optimism, he added another line that stayed with many of us watching the moment unfold:

"This will be a Diwali bonus from CIL to investors."

History proved him right. The listing that followed became one of the most successful IPOs in India's corporate history, rewarding investors handsomely and demonstrating that a public sector enterprise could command immense trust in the capital markets.

Fifteen years later, on 15 January 2026, I found myself experiencing an uncannily familiar moment. As Bharat Coking Coal Limited (BCCL), another proud member of the CIL family, prepared to make its debut on the stock exchanges, the atmosphere carried the same mixture of anticipation, pride, and quiet confidence.

Watching the market respond with enthusiasm – culminating in a remarkable listing gain of close to 95%—felt almost like a professional déjà vu.

Yet this moment carried a deeper significance. The listing of BCCL was not merely another successful

public offering. It signalled the beginning of a new chapter in the evolution of CIL's subsidiary ecosystem, one in which transparency, governance, and market discipline would increasingly shape the future of our companies.

Why BCCL? The Strategy Behind the Choice

When CIL began exploring the listing of its subsidiaries, a natural question emerged: which company should lead the way?

The obvious choice might have been the subsidiary with the most straightforward balance sheet and the fewest operational complexities. Yet CIL took a more thoughtful and strategic approach.

BCCL, with its rich legacy in coking coal mining in Jharkhand and its critical role in supplying the steel sector, represented both opportunity and challenge. Its operations included mature mining assets, environmental restoration responsibilities and legacy operational issues that required careful disclosure.

Choosing BCCL as the first subsidiary to test the capital markets was therefore a deliberate and confident decision.

The reasoning, in my opinion, was simple but powerful: if investors were willing to appreciate the intrinsic value of BCCL despite its complexities, it would demonstrate that transparency and operational fundamentals matter more than cosmetic perfection.

The market's response confirmed that belief.

The Preparation Journey: Lessons in Transparency

Preparing a public sector enterprise for listing is no ordinary exercise. The process requires rigorous scrutiny of operations, finances, legal matters and governance structures.

During BCCL's preparation phase, every aspect of the company's operations was examined by investment bankers, auditors, legal advisors and regulatory authorities. Environmental obligations, mine closure provisions, accounting policies and operational risks were all carefully reviewed.

Rather than attempting to present an overly polished picture, the approach adopted was one of comprehensive and candid disclosure. The offer documents clearly articulated both strengths and risks associated with the business.

This transparency proved to be one of the defining strengths of the process. Investors value clarity. When risks are disclosed honestly and accompanied by credible plans for improvement, confidence grows.

Engaging with Regulators

Government companies operate within a unique

governance framework shaped by statutory oversight, administrative control and public accountability. Aligning this structure with capital market regulations required thoughtful engagement with regulatory authorities.

Where procedural differences arose between CPSE governance norms and SEBI's listing requirements, constructive dialogue and well-reasoned submissions helped ensure compliance while respecting institutional realities.

The experience demonstrated an important lesson: regulators appreciate proactive engagement and sincere efforts to align with the spirit of governance norms.

Understanding the Investor Perspective

Interactions with investors during the pre-listing phase were both enlightening and encouraging. Institutional investors, analysts and fund managers approached discussions with curiosity and professionalism.

Their questions ranged from operational efficiency and resource sustainability to environmental responsibilities and long-term demand for coking coal.

What emerged clearly from these conversations was that investors were not seeking perfection—they were seeking clarity, credibility and strategic vision.

BCCL's strong reserve base, its role in supporting India's steel industry, and CIL's continuing support as promoter all contributed to a compelling long-term investment narrative.

Listing Day: A Moment of Validation

When trading began on January 15, the enthusiastic market response validated months of meticulous preparation.

The strong listing performance reflected more than financial optimism. It demonstrated that investors were willing to recognize the long-term strategic value of coal assets that support India's industrial growth.

For BCCL's workforce—miners, engineers and administrators—the moment was especially meaningful. Their decades of dedication in challenging mining conditions had now received recognition from the broader financial community.

For CIL, it affirmed the wisdom of the strategy to gradually introduce subsidiaries to the discipline and opportunities of the capital markets.

Building Momentum: The Road Ahead

Following BCCL's successful debut, attention naturally turns to the next chapter. Preparations for the listing of Central Mine Planning and Design Institute Limited (CMPDIL) are progressing, bringing a different

dimension to the CIL ecosystem.

CMPDIL's specialized expertise in mine planning, consultancy and technical services offers investors exposure to the knowledge and innovation that support the coal industry's operational backbone.

Each successful listing strengthens institutional knowledge and builds confidence—both within the organization and among investors.

WCL's Turn: Preparing for the Future

For those of us associated with Western Coalfields Limited, the experience of BCCL is both instructive and inspiring.

WCL possesses significant strengths: diversified operations across Maharashtra and Madhya Pradesh, robust thermal coal reserves supporting the power sector and established mining infrastructure. The recent foray into Coal Gasification will make it more attractive to prospective investors.

At the same time, like any mature mining enterprise, WCL must address challenges related to environmental management, land acquisition and operational efficiency. The experience of BCCL teaches us that such challenges need not be obstacles – provided they are addressed transparently and systematically.

Across the organization, efforts are underway to strengthen financial reporting systems, enhance operational data management and build internal expertise in capital market practices. Teams in finance, legal and operations are gradually aligning processes with the expectations of a listed company environment.

A Cultural Shift

Perhaps the most significant transformation associated with listing is cultural.

CPSEs traditionally operate within a framework of administrative accountability. Listing introduces an additional layer of responsibility—to shareholders, analysts and the broader investing public.

Quarterly performance reviews, investor presentations and market scrutiny bring a new dimension of discipline and professionalism.

This transformation can appear demanding, but it also creates powerful incentives for efficiency, innovation and performance excellence.

Reflections on the Capital Market Experience

Observing BCCL's journey offers several valuable insights.

First, capital markets reward substance over

presentation. Investors recognize genuine operational strengths.

Second, transparency reduces uncertainty. Honest disclosure builds credibility.

Third, government ownership and market discipline are not incompatible. With appropriate governance frameworks, CPSEs can thrive in the capital markets.

Finally, capital markets introduce a powerful meritocratic element – performance speaks louder than hierarchy.

A Vision for CIL's Future

The gradual listing of subsidiaries could eventually create a vibrant ecosystem of publicly traded coal companies operating under the CIL umbrella.

Such a structure could bring multiple benefits:

- enhanced access to capital for expansion and modernization
- stronger performance culture driven by market discipline
- improved governance through regulatory oversight
- broader participation of investors in India's energy sector

For the nation, this evolution strengthens the financial foundations of companies that play a vital role in ensuring energy security.

Conclusion: The Journey Continues

Today, BCCL's shares trade actively on India's stock exchanges, attracting the attention of investors, analysts and market observers. In doing so, BCCL has demonstrated that CPSEs can successfully navigate the path from administrative structures to market participation.

For WCL and other CIL subsidiaries, the experience offers both inspiration and direction.

As we look ahead, one thing is certain: the spirit of innovation and commitment that powers our mines will continue to guide us.

The coal that fuels India's industries will keep the nation moving forward—supported by the professionalism, dedication and vision of the CIL family.

The journey has begun. And the future holds immense promise.

For those of us in the CIL family—and particularly for those of us in WCL—the moment also prompted an inevitable thought:

Perhaps someday, not too far from now, we will witness the same bell ring for WCL.

PENALTIES

(under Coal India Executives' Conduct, Discipline and Appeal Rules)



Rama Krishna Animireddy
Manager (HR), WCL HQ

In any large organization like Coal India Limited, discipline serves as the cornerstone of operational efficiency. Consequently, the penalties are not just about punishing an employee, they are more intended to:

- **Correct** the behaviour of the employees (for minor mistakes).
- **Deter** other employees from doing the similar misconduct.
- **Protect** the public funds and the organization's reputation in the corporate world.

The system follows the **Principle of Proportionality**: Penalty is the medicine where the Misconduct is a Malady. Firing an employee (major penalty) for coming 10 minutes late to office (minor lapse) cannot be a proportionate one. Hence the penalties imposed to executives were grouped into two – MINOR Penalties and MAJOR Penalties.

Penalty affects the Career Progression, Financial Emoluments of an employee and some penalties like Removal and Dismissal from Services were equalled to the CAPITAL PUNISHMENT for an employee in the Industrial world.

Minor Penalties: The "Correction" Phase

Minor penalties are like a "yellow card" in football. They signal that the employee needs to improve without necessarily ending their career. As per the Coal India Executives' Conduct, Discipline and Appeal Rules (updated till 18.05.2021), the list of Minor Penalties are as follows:

- (a) Censure** - This is the mildest form of all the Penalties. A formal, written reprimand that serves as a permanent "black mark" on an employee's service record.
- (b) withholding of increments of pay without cumulative effect** - This withheld the employee's annual increments for a specified period. Further the employee's pay is restored to the stage it would have naturally reached once the penalty period ends.
- (c) withholding of promotion** - The employee is barred from being promoted to a higher grade for a specified time, regardless of their performance, seniority, or merit.

(d) recovery from pay or leave encashment of the whole or part of any pecuniary loss caused to the Company by negligence or breach of orders or trust - If negligence or breach of trust causes a financial loss to the Company, the law allows for the recovery of that specific amount.

(e) reduction to a lower stage in the timescale of pay by one stage for a period not exceeding 3 years, without cumulative effect and not adversely affecting his/her terminal benefits. - This is the "heaviest" minor penalty. The employee is moved back by one increment in their pay scale up to three years.

Major Penalties: The "Surgical" Phase

Major penalties are for "cancerous" behaviour that threatens the organization—like serious procedural lapses, corruption, sexual harassment, or massive fraud. As per the Coal India Executives' Conduct, Discipline and Appeal Rules (updated till 18.05.2021), the list of Major Penalties are as follows:

- (f) save as provided in clause (e), reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on expiry of such period, the reduction will or will not have the effect of postponing the future increment of pay**—This penalty reduces the employee to a lower position in their pay scale for a specified period. Further directions in the order indicate if increments continue during this time and whether it delays future increments post-expiry.
- (g) reduction to a lower grade with further directions regarding conditions of restoration to the grade from which the employee was reduced and his/ her seniority and pay on such restoration to that grade**—This penalty demotes the employee to a lower grade.
- (h) compulsory retirement** - Forces immediate retirement, typically without full benefits. Used for long-serving employees whose conduct undermines service integrity, but not as severe as removal.
- (i) removal from service which shall not be a disqualification for future employment under the Govt. or the CPSE owned or controlled by the Govt.** - Terminates employment without barring future

government or CPSE jobs. Signals serious misconduct but allows re-employment elsewhere in public sector. Less stigmatizing than dismissal, often for non-criminal offenses.

(j) dismissal from service which shall ordinarily be a disqualification for future employment under the Govt. or the CPSE owned or controlled by the Govt. -
This is the Severest penalty, ending service with a usual disqualification from future government or CPSE

employment. Reserved for grave violations like criminal acts or gross negligence. Carries strong stigma and long-term career barriers.

“Understanding this system is about knowing that -
Integrity is non-negotiable, but fairness is a right.”

Effects of Minor Penalties on the Career Progression, Pay, Increments, PRP and on Terminal Benefits

Sl.	Minor Penalties	Effect on Promotions	Effect on PRP	Effect on Increments/ Monthly Salary	Effect on Terminal Benefits (in case of Retired Employee)
a)	Censure	If Censure is awarded to an executive before holding DPC meeting then there is no effect on Promotion.	75% of net PRP payment will be admissible for those employees who are imposed with this penalty after 01.04.24. If penalty is issued for unauthorised absenteeism, PRP is not payable for the FY in which the Penalty Order is issued.	-	-
b)	Withholding of increments of pay without cumulative effect	Not recommended for Promotion during the currency period	PRP is not payable for the FY in which the Penalty Order is issued	As specified in the Penalty Order	-
c)	Withholding of promotion	Promotion will be withheld for the period as mentioned in the penalty order	PRP is not payable for the FY in which the Penalty Order is issued	-	-
d)	Recovery from pay or leave encashment of the whole or part of any pecuniary loss caused to the Company by negligence or breach of orders or trust	Not recommended for Promotion during the currency period	PRP is not payable for the FY in which the Penalty Order is issued	Amount will be recovered from pay in instalments as specified in the Penalty Order	If the employee is already separated, the recovery would be done from the terminal dues payable to the employees like leave encashment, gratuity (as per PGA Act, 1970), PRP, yearly amount payable to retired employees for outpatient/ domiciliary treatment under CPRMSE or through any other means as decided by the concerned Disciplinary Authority.
e)	Reduction to a lower stage in the time scale of pay by one stage for a period not exceeding 3 years, without cumulative effect and not adversely affecting his/her terminal benefits.	Not recommended for Promotion during the currency period	PRP is not payable for the FY in which the Penalty Order is issued	Affects the Pay & Increments to the amount as specified in the Penalty Order	If the employee is already separated, any amounts owed due to reduction to a lower stage in the time scale would be recovered from the terminal dues payable to the employees like leave encashment, PRP, yearly amount payable to retired employees for outpatient/ domiciliary treatment under CPRMSE or through any other means as per applicable rules/law.

Effects of Major Penalties on the Career Progression, Pay, Increments, PRP and on Terminal Benefits

Sl.	Major Penalties	Effect on Promotions	Effect on PRP	Effect on Increments/ Monthly Salary	Effect on Terminal Benefits (in case of Retired Employee)
f)	save as provided in clause (e), reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on expiry of such period, the reduction will or will not have the effect of postponing the future increment of pay	Not recommended for Promotion during the currency period	PRP is not payable for the FY in which the Penalty Order is issued	Affects the no. of increments as specified in the Penalty Order	If the employee is already separated, any amounts owed due to reduction to a lower stages in the time scale and others would be recovered from the terminal dues payable to the employees like leave encashment, PRP, yearly amount payable to retired employees for outpatient/ domiciliary treatment under CPRMSE or through any other means as per applicable rules/law.
g)	Reduction to a lower grade with further directions regarding conditions of restoration to the grade from which the employee was reduced and his/ her seniority and pay on such restoration to that grade	Not recommended for Promotion during the currency period	PRP is not payable for the FY in which the Penalty Order is issued	Affects the no. of increments in proportionate to the reduction in grades as specified in the penalty order	If the employee is already separated, any amounts owed due to reduction to a lower grade would be recovered from the terminal dues payable to the employees like leave encashment, PRP, yearly amount payable to retired employees for outpatient/ domiciliary treatment under CPRMSE or through any other means as per applicable rules/law.
h)	Compulsory retirement	-	PRP is not payable for the FY in which the Penalty Order is issued	-	Leave Encashment, Travelling allowance claim are forfeited and the benefits under CPRMS-E and CIL EDCPS schemes are not extended.
i)	removal from service which shall not be a disqualification for future employment under the Govt. or the CPSE owned or controlled by the Govt.	-	PRP is not payable for the FY in which the Penalty Order is issued	-	Leave Encashment, Travelling allowance claim are forfeited and the benefits under CPRMS-E and CIL EDCPS schemes are not extended.
j)	dismissal from service which shall ordinarily be a disqualification for future employment under the Govt. or the CPSE owned or controlled by the Govt.	-	PRP is not payable for the FY in which the Penalty Order is issued	-	Gratuity, Leave Encashment, Travelling allowance claim are forfeited and the benefits under CPRMS-E and CIL EDCPS schemes are not extended.

अंतरराष्ट्रीय योग दिवस पर वेकोलि ने रचा नया कीर्तिमान वेकोलि के 152 स्थानों पर कर्मियों ने किया सामूहिक योगाभ्यास

WCL ने 12वें अंतरराष्ट्रीय योग दिवस के अवसर पर एक नया कीर्तिमान स्थापित करते हुए अपने कार्यक्षेत्र के 152 विभिन्न स्थानों पर 30,000 से अधिक अधिकारियों, कर्मचारियों एवं उनके परिवारजनों के लिए सामूहिक योगाभ्यास आयोजित किया। "स्वस्थ वृद्धावस्था के लिए योग" (Yoga for Healthy Ageing) थीम पर आयोजित यह व्यापक अभियान माननीय प्रधानमंत्री, केंद्रीय कोयला मंत्री एवं केंद्रीय कोयला राज्य मंत्री के मार्गदर्शन एवं प्रेरणा के अनुरूप संपन्न हुआ, जिसका उद्देश्य योग को जन-आंदोलन बनाते हुए स्वस्थ, संतुलित और सकारात्मक जीवन शैली को बढ़ावा देना है। मुख्य कार्यक्रम

WCL मुख्यालय, इंदोरा परेड ग्राउंड, नागपुर में भव्य एवं गरिमामय वातावरण में आयोजित किया गया। कार्यक्रम में WCL के अध्यक्ष-सह-प्रबंध निदेशक डॉ. हेमंत शरद पांडे के नेतृत्व में निदेशकगण, मुख्य सतर्कता अधिकारी, संचालन समिति सदस्य, झंकार महिला मंडल की पदाधिकारी गण, अधिकारी, कर्मचारी, उनके परिवारजन तथा बड़ी संख्या में योग साधकों ने उत्साहपूर्वक सहभागिता की। इस अवसर पर पद्मश्री डॉ. उमा शंकर पांडेय 'जल प्रहरी' अति विशिष्ट अतिथि के रूप में उपस्थित रहे।



कृत्रिम बुद्धिमत्ता (ARTIFICIAL INTELLIGENCE): कृत्रिम मानवता (Artificial Humanity) की पहली सीढ़ी ?



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मानव सभ्यता में किसी भी नई वस्तु या सेवा की उत्पत्ति या आविष्कार का आधार हमेशा से एक सहायक के रूप में रहा है जो मानवीय जीवन को और सहज बना सके। फिर चाहे आप सभ्यता के शुरुवाती आविष्कारों को लें जैसे पहिया, आग, नाव आदि या बहुत जटिल जैसे इंजन, बिजली, हवाईजहाज आदि, नई वस्तुओं और सेवाओं ने अपनी जगह मानवीय जीवन में एक सेवा स्रोत के रूप में बनाई है। नई-नई वस्तुएँ अपना अस्तित्व हमारे जीवन में अपनी उपयोगिता से ही बचाए रख पायी हैं।

आज से 300 वर्ष पहले की तरफ जाएँ तो 18वीं शताब्दी के बीच हुई औद्योगिक क्रांति जिसने लगभग एक पूरी सभ्यता का मशीनीकरण किया और लगभग सम्पूर्ण पश्चिम को तकनीक और विज्ञान के अग्रदूत के रूप में पहचान दिलायी, एक मशीनी संप्रभुता का ही उदाहरण था जिसपर आरुढ़ होकर फिर साम्राज्य विस्तार और औपनिवेशिकता की एक शृंखला शुरू हुई, हालांकि तब भी मशीन मानवीय हाथ का एक औज़ार ही थी क्योंकि उसके इस्तेमाल का चुनाव मानवीय था।

मगर धीरे-धीरे पिछली एक सदी में हमारी सभ्यता का मशीनीकरण, अब मशीनों का मानवीकरण की तरफ हो चला है। मशीनों के कार्य में मानवीय हस्तक्षेप अब एक असहजता प्रदर्शित करने लगा है। मशीनों की कंप्यूटर लैंग्वेज द्वारा की गई प्रोग्रामिंग, जो मशीनों को विभिन्न परिस्थितियों में लिए जाने वाले निर्णयों को स्थिति अनुसार पूर्व निर्धारित अनुरूप लेने पर बाध्य है, अब मुक्त हो रही है। मशीनें जो अपने कार्य दौरान अगर कोई ऐसी स्थिति पाती हैं जिसके मौजूद रहने पर उन्हें क्या निर्णय लेना है यह उनकी प्रोग्रामिंग में नहीं हैं तो वह

वहीं रुक जाती हैं और तब मानवीय हस्तक्षेप से उस स्थिति का निर्णय लिया जाता है और मशीन आगे बढ़ती है। मगर क्या हो अगर यह चुनाव हमारा न रहे?

क्या हो अगर यह बुद्धिमत्ता जो हमें किसी भी आकस्मिक स्थिति में निर्णय लेने के काबिल बनाती है और संभवतः मशीनों से भेद कराती है, भेद मिटाने लगे? क्या हो अगर मशीनों में यह बुद्धिमत्ता विकसित कर दी जाए ताकि वे और सहजता से चलें बिना किसी रोक-टोक ? क्या हो इसके बाद यदि मानव और मशीन में भेद बस रूप और रचयिता का बचे? मानव सृजित बुद्धिमत्ता क्या स्वीकारेगी अपना रचयिता हमें ? क्या हम होंगे ईश्वर हमारी मानवी कृत मशीनों के?



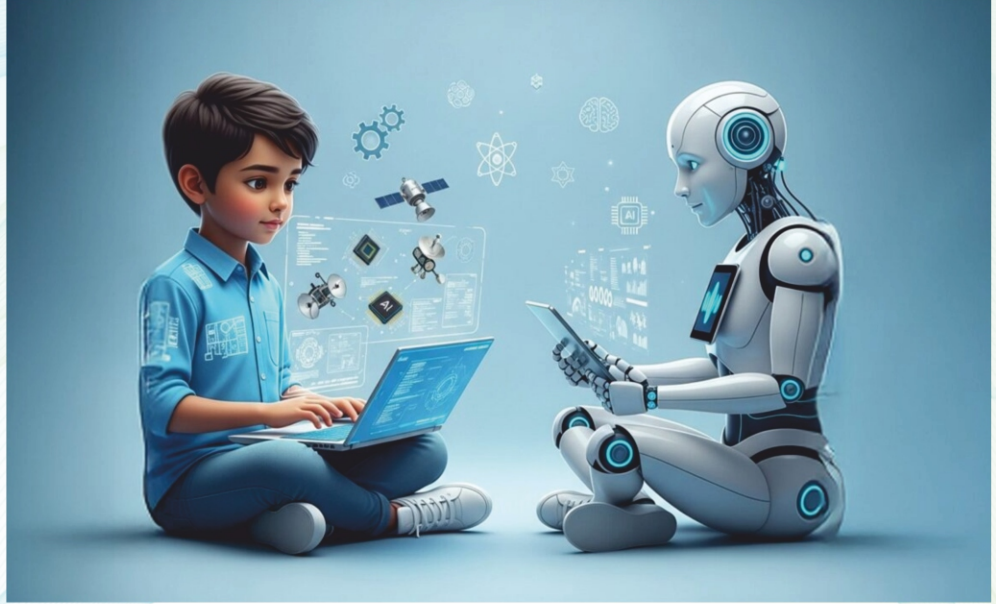
आज यह स्थिति कोई नई नहीं है, मशीनों द्वारा स्वयं अपने विवेक अनुसार निर्णय लिया जाना एक वास्तविकता बन चुकी है। चूंकि तर्क और तथ्य हमेशा निर्णयों के मूल रहते हैं और परिणाम के सटीक निकालने में भी कारगर सिद्ध होते हैं, इसीलिए कृत्रिम

बुद्धिमत्ता स्वयं को हमारी सभ्यता में प्रासंगिक रख पा रही है, मानव के लिए एक सुपर ब्रेन की भूमिका निभा रही हैं। हमारे द्वारा मशीनों को बुद्धिमत्ता प्रदान किया जाना, उन्हें स्वावलंबी बनाने की तरफ एक कदम है, जिसके पीछे अमूमन यह धारणा रहती है की हम मशीन का क्रियान्वयन कम से कम मानवीय श्रम व कठिनाई से कर सकें। मगर हम अभी तक इस स्वावलंबन के पीछे छिपे कई पहलुओं को समझ नहीं सके हैं। कृत्रिम बुद्धिमत्ता से चलित मशीनें तकनीकी रूप से बहुत उन्नत और प्रभावशाली लगती हैं और किसी हद तक संभवतः हैं भी। उनके द्वारा किए गए कार्यों ने निश्चित रूप से ही हमारे जीवन को सहज बनाया है फिर चाहे वो chatgpt के द्वारा समस्त data को प्रसंस्कृत करके हमारे समक्ष हल प्रस्तुत

करने की काबिलियत हो, Andro-humanoid रोबॉट्स द्वारा हमारी भाषा सीख हमसे अपने विवेक द्वारा चर्चा करने का हुनर हो, या स्वचालित गाड़ियां, जो स्वयं ही रास्ते का पता लगा कर आपको आपके गंतव्य तक पहुँचा देती हैं, विश्वसनीय हैं।

पर क्या यह बुद्धिमत्ता सीमित है? या इसका कोई दायरा निर्धारित है? क्या मानव द्वारा दी हुई कृत्रिम बुद्धिमत्ता पायी मशीनें, मानवीय हैं? ऐसे कई प्रश्न हैं जो हमारे सामने खड़े हमें घूर रहे हैं और हम निरुत्तर हैं उनके सामने।

कृत्रिम बुद्धिमत्ता पायी मशीनों से किए गए संवादों में कई बार देखा गया है की उन्होंने सम्पूर्ण मानवता के विनाश कर देने के पश्चात पुनः एक नई व्यवस्था लाने की सोच प्रकट की है। कई दफा इन्हें मशीन एरर के नाम पर गलत सिद्ध कर दिया जाता है मगर यह सोच कोई विडंबना नहीं है। कोई भी प्रजाति जो बौद्धिक स्तर पर विवेकशील एवं विकसित हो चुकी है वह पूर्व स्थापित संरचना, व्यवस्था, संस्कृति आदि को हटा, अपना सृजन अपने अनुकूल करती है, मानवीय सभ्यता भी इसी नीति का परिणाम है, जैसे जंगलों, पहाड़ों, नदियों आदि को मिटा मकानों, कन्दराओं, तालाबों का निर्माण। तो, जो बुद्धिमत्ता स्वतंत्र रूप से मशीनों में अब व्याप्त है, हमारी व्यवस्था की मात्र सेवक नहीं है, वह एक उन्मुक्त प्रजाति है जो



स्वयं अपनी नींव तलाशने को स्वतंत्र है, तेज है और संभवतः मानवीय नहीं है।

मानव को मशीनों से भिन्न करती सर्वश्रेष्ठ वस्तु है उसकी चेतना, जो मात्र उसके जीवित होने का प्रमाण नहीं है उसके मानव होने का भी है। मशीनें भले ही बुद्धिमत्ता पाकर जीवित सी लगने लगी हों पर चेतना में मौजूद गुण जैसे आत्मीयता, पीड़ा, संवेदना, हर्ष, स्नेह, जो एक पूरी सभ्यता को बांधे हुए है, वो मानव द्वारा बनाई किसी भी फॉर्मूले, या समीकरण में नहीं बैठते, इसलिए सिद्ध नहीं किए जा सकते। यही हैं जो मानव को तर्क, बुद्धि और समीकरणों से भी परे सृजन करने का विचार और बल देते हैं। यही हैं जो मानव को मानव बनाए रखते हैं उस समय भी जब वह कोई क्रिया कर स्वयं का मानव होना सिद्ध नहीं कर रहा होता।



मानवीय सृजन, मानवीय "जैसा" दिख सकता है, हो नहीं सकता। स्वांग कितना भी पात्र से मेल खाए, पात्र नहीं होता, वह अच्छा स्वांग होने की तारीफ योग्य है, पात्र होने की नहीं।

मानवता के गुण/ लक्षण, मानव द्वारा सृजित नहीं हैं वो स्वयं मानव द्वारा जीवन के दौरान खोजे गए हैं, वही बाद में मौलिक आदर्श बने, सम्पूर्ण सभ्यता की नींव बने। यही कारण है मानव द्वारा कृत कृत्रिम बुद्धिमत्ता, मानवीय नहीं है और न ही शायद कभी भविष्य में कृत "कृत्रिम मानवता" होगी।

TECHNOLOGICAL INFANTS



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When we hear the word infant, the image that instantly comes to mind is of adorable little children – their innocent laughter, radiant smiles, and pure joy. Looking at them, we are reminded of how untainted and beautiful their world is. Their hearts are free from hatred, jealousy, or competition. They live in a realm untouched by the complexities of adult life – no rush, no ambition, no deceit. A newborn enters this world with a natural sense of happiness, finding contentment in their tiny universe. They play, observe, and react to the world around them with genuine emotion – they cry when hungry and laugh when satisfied. Their world is small yet complete, filled with simple pleasures and natural curiosity. Is it not enough that they experience the bliss of childhood in its purest form?

As children grow, they begin to learn through their surroundings. They teach themselves to walk, talk, and understand the world by experimenting, observing, and adapting. Every moment is a new discovery. Science tells us that the infancy period (0–5 years) is the most crucial stage of human development. Nearly 90% of the brain develops during this time, and early experiences have a lasting impact on a child's physical, emotional, cognitive, and social growth. The foundations for memory, language, reasoning, and emotional regulation are all formed during these early years. Thus, early childhood is not just about play – it is the foundation for lifelong learning, creativity, and well-being.

However, in today's world, many educated parents – aware of how crucial these early years are – have unintentionally fallen into a herd mentality. In their desire to give their children the “best start,” they overload them with classes, lessons, and structured activities. In an early age, children are sent to multiple tuitions, enrolled in skill programs, or even placed in schools before they are emotionally ready. The focus

has shifted from natural learning through experience to artificial learning through pressure and performance.

Amid all this, another major influence has entered our lives – Artificial Intelligence (AI). With AI, answers to almost any question are available instantly. We have embraced this technology wholeheartedly, relying on it for information, decision-making, and even companionship. Adults, without much reflection, often accept AI-generated answers as absolute truth. But we, the older generation, grew up without AI – our brains developed by observing, questioning, and interacting with the real world. We learned from human experiences, emotions, and relationships. This gives us



the ability to think critically about AI's responses and decide how to use it wisely.

The real question arises for today's infants and young children – those born into a world already saturated with AI and technology. When their environment itself is digital, when their parents and surroundings rely on AI for every solution, how can these young minds grow naturally without being influenced by it? Can their brains, still developing and sensitive, evolve to their full potential in such a tech-driven environment? And if they cannot, who will take responsibility – parents, educators, or society as a whole?

Research from around the world has explored how AI affects children's development. The findings reveal a double-edged reality. On one hand, AI offers remarkable benefits – it personalizes learning, adapts to each child's strengths and weaknesses, and enhances engagement. AI-powered games and toys make learning fun, interactive, and immersive, helping children develop creativity, problem-solving skills, communication, and empathy. AI also provides access to vast knowledge through online libraries, museums, and educational platforms, nurturing curiosity and a lifelong love of learning.

On the other hand, the risks are equally significant. Children may become over-dependent on technology, which can weaken their imagination, focus, and critical thinking. Unfiltered digital spaces may expose them to inappropriate or harmful content, affecting their emotional health. Privacy issues arise when personal data is collected and potentially misused, while algorithmic biases in AI systems can reinforce stereotypes or discrimination.

Given these realities, the role of parents becomes crucial. They must guide their children toward healthy and balanced use of technology. Some key steps include:

- **Limiting screen time** and encouraging outdoor play and social interaction.
- **Monitoring online activities** and using parental controls to ensure safety.
- **Selecting age-appropriate apps and devices** that promote learning without harm.
- **Educating children about responsible use**, online privacy, and digital ethics.
- **Staying informed** about AI's evolving influence to make better decisions for their child's growth.

If handled wisely, AI can be a powerful tool that supports children's development rather than replacing their natural curiosity and human experience. The goal should not be to shield children completely from AI but to teach them how to live with it – intelligently, responsibly, and with balance.

Today, we often observe little infants and children handling technology with astonishing ease – as if they were born with an innate understanding of it, as though this knowledge was embedded within them from birth. Whether it's unlocking a Smartphone, navigating a tablet, or using voice commands to play their favorite songs, they seem to do it all effortlessly. It is truly remarkable to witness these tiny hands

mastering tools that took humanity centuries of innovation, research, and struggle to create – tools that even adults once had to learn step by step.

This natural comfort with technology raises a profound question: Are these children inherently skilled, or is their environment shaping them into such quick learners? The truth likely lies in the latter. Children today are growing up in a world surrounded by screens, smart devices, and digital communication. From infancy, they observe parents using mobile phones, see screens glowing all around them, and hear the voices of virtual assistants responding to commands. This constant exposure naturally molds their behavior, enabling them to adapt to technology faster than any generation before.

The ease with which children interact with digital tools highlights an incredible human capacity – the power to learn, adapt, and evolve. Their curiosity, observation, and imitation turn them into fast learners, capable of understanding the logic behind technology even before they can read or write properly. This adaptability is both awe-inspiring and humbling. It shows us that the minds of children are not limited by the boundaries of age; they are like sponges, absorbing knowledge from the world they inhabit.

However, this gift comes with great responsibility. The same technology that empowers can also endanger. If guided well, these “Technological infants” can use their skills to create, innovate, and contribute to the welfare of society – developing new solutions, expressing creativity, and building a better digital future. But if left unguided, the same technology can lead them toward distraction, dependency, and disconnection from the real world.

Thus, it becomes our moral and social responsibility – as parents, educators, and members of society – to shape this generation wisely. We must guide them to use technology not merely for entertainment, but as a tool for learning, creativity, and human progress. Our role is to instill values, empathy, and critical thinking alongside digital literacy, so that these children do not just consume technology, but harness it for good.

In this age of rapid technological advancement, these children are not just the users of technology – they are the future architects of it. The way we nurture and direct their relationship with technology today will determine whether it becomes a force for societal progress or a path toward confusion and imbalance. Let us, therefore, take this responsibility seriously and mold these young, brilliant minds so they may lead the world toward a more ethical, compassionate, and technologically enlightened future.

एक दिन बिना मोबाइल : हास्य, व्यंग्य और कठोर सत्य



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यह पिछले वर्ष फ़रवरी 2025 की बात है - मुझे अपने भोपाल वाले प्लॉट के विवाद के सिलसिले में भोपाल जाना था। वही प्लॉट, जिसे कभी बड़े अरमानों से लिया था और जिस पर अब "कब्ज़ा" नामक भारतीय परंपरा का शुभारंभ हो चुका था। काम बहुत थे - तहसील कार्यालय में आवेदन देना, राजस्व विभाग के चक्कर काटना, बिल्डर से भिड़ना और यदि आवश्यकता पड़े तो किसी पुराने मित्र की "ज़रूरत पड़ने पर ही याद आने वाली मित्रता" का लाभ लेना।

आम व्यक्तियों की तरह मैंने भी पूरी यात्रा मोबाइल के भरोसे ही योजना बनाकर तय की।

रेल का टिकट मोबाइल से, दो दिनों के लिए होटल भी मोबाइल से, गूगल की सारी स्थान जानकारी मोबाइल में, भोजन मँगाने से लेकर भुगतान तक सब उसी में और आत्मविश्वास ऐसा मानो पूरा भोपाल मेरी जेब में रखा हो। फिर क्या था नागपुर से भोपाल की यात्रा प्रारंभ हुई। पर सच कहूँ तो यात्रा मैं कम कर रहा था, मेरा मोबाइल अधिक कर रहा था। मैं तो बस उसके साथ जुड़ा हुआ एक अतिरिक्त उपकरण मात्र था। कभी खेल, कभी गाने, कभी समाचार, कभी संदेश, कभी शतरंज, कभी रेल की स्थिति, कभी न जाने कितनी सूचनाएँ और बीच-बीच में वे संदेश भी, जो हर भारतीय के आत्मविश्वास को जीवित रखते हैं -

"बधाई हो! आप तुरंत ऋण पाने के योग्य हैं!"

पूरा सफर बढ़िया रहा। होटल पहुँचा, घर पर पत्नी, माता-पिता सभी को सूचना दी कि सकुशल पहुँच गया हूँ। फिर उसी मोबाइल से भोजन मँगवाया और रात भर उसी में न जाने क्या-क्या करते हुए सो गया।

अगली सुबह, सुबह साढ़े छह बजे मोबाइल के घंटी ने जगाया। मैं स्नानगृह की ओर बढ़ा, तभी देखा कि अंधेरा है और बिजली नहीं है। तो मैंने मोबाइल की टॉर्च जलाई और स्विच ढूँढ़ने लगा। इसी बीच मोबाइल हाथ से फिसला मैंने उसे बचाने के लिए दूसरे हाथ से ऐसा प्रयास किया मानो भारत-पाकिस्तान के मुकाबले में सीमा रेखा पर गेंद रोक रहा हूँ। मोबाइल हाथ से टकराया ज़रूरत पर ज़मीन पर गिरने के बजाय पास में रखी आधी भरी पानी की बाल्टी में जा गिरा। "छपाक..." बस मित्रों, यहीं से मेरी असली कथा प्रारंभ हुई। फोन बंद नहीं हुआ, थोड़ा अटकने लगा, मुझे लगा - "बच गया!" पर वह वैसा ही था जैसे वैद्य कहे - "घबराइए मत... अभी स्थिति स्थिर है।"

कुछ देर बाद वह अपने मन से चलने लगा, कभी अपने आप

मोबाइल ऑफ्स खुल रहे थे, कभी कंपनी, कभी स्क्रीन खुद ही चमक रही थीं, न उसे जीवित कह सकते थे, न मृत। ठीक वैसा ही हाल जैसे किसी सरकारी कार्यालय की फाइल का होता है - चल भी रही है और रुकी भी हुई है।

अब मेरी स्थिति यह थी कि मैं भोपाल में था, एक बड़ा कार्य सामने था और मोबाइल नहीं था। जी हाँ, वही मोबाइल, जिसे पिछले बारह घंटों में मैंने एक पल भी अपने से अलग नहीं किया था। अब भाईसाहब, हम प्रवेश कर चुके थे अपने पुराने युग में - "कलम और कागज़" के दौर में। सबसे पहले मैंने होटल वाले का नाम, पता और क्रमांक एक कागज़ पर लिखा, ताकि कम से कम वापस अपना सामान लेने लौट सकूँ। क्योंकि बिना मोबाइल के आदमी की स्मरण शक्ति उतनी ही कमजोर हो जाती है जितनी चुनाव के बाद नेताओं की घोषणाएँ।

अब ओला, उबर जैसी सुविधाओं की बात ही समाप्त हो चुकी थी। स्वागत कक्ष पर जाकर पूछा - "भैया, मिसरोद तहसील कार्यालय कैसे जाऊँ?" उसने मुझे ऐसे देखा मानो किसी संग्रहालय से निकला व्यक्ति पूछ रहा हो - "ताँगा कहाँ मिलेगा?"

फिर उसने अपनी पहचान से एक ऑटो बुलवा दिया। जैसे-तैसे तहसील कार्यालय पहुँचा। वहाँ का दृश्य देखकर लगा कि "मुसद्दी लाल" कोई धारावाहिक का पात्र नहीं, बल्कि वास्तविकता है। कोई किसी की नहीं सुन रहा जैसे किसी को कुछ पता नहीं, पर आवेदन शुल्क लेने में जो तत्परता थी, उसे देखकर लगा कि "डिजिटल भारत" सचमुच सफल हो चुका है। कहा गया - "बैठ जाइए... आते होंगे..." इतना इंतज़ार किया कि लगा मैं आवेदन नहीं, तपस्या कर रहा हूँ। और सबसे बड़ी समस्या - मोबाइल नहीं था। समय काटना इतना कठिन हो गया कि लगा जैसे प्राणवायु के बिना किसी दूसरे ग्रह पर बैठा हूँ। अब आदत ऐसी हो चुकी है कि पाँच मिनट खाली बैठते ही आदमी अपनी जेब टटोलता है, फिर याद आता है - "अरे... मोबाइल तो जलसमाधि ले चुका है।"

कुछ देर बाद मैंने सोचा कि राजस्व निरीक्षक को ही फ़ोन कर लिया जाए। दीवार पर नंबर लिखा था। पर कॉल करें कैसे? अब प्रारंभ हुआ समाजशास्त्र का वास्तविक प्रयोग। मैंने लोगों से कहा - "भैया, एक फ़ोन मिल जाएगा? केवल एक कॉल करना है।" लोग मुझे ऐसे देखने लगे मानो मैं कोई ठग हूँ। और सच भी है, आजकल भरोसा उतना महँगा हो गया है जितना पेट्रोल। काफी देर बाद एक सज्जन ने फोन दिया, मैंने बात कर

ली। पर उसके बदले उन्होंने मुझे अपनी जीवन बीमा योजना का पूरा विवरण समझा दिया। शाम तक कोई कार्यवाही नहीं हुई। तब मुझे समझ आ गया कि बिना मोबाइल के मेरे काम की गति वही है जो परिणाम वाले दिन सरकारी वेबसाइट की होती है।

मैंने सोचा – “भिडू... कल रात की बजाय आज ही लौट चलते हैं। कल अपना ऑफिस भी हो जाएगा और घर का पुराना मोबाइल कुछ दिन चला लेंगे।” क्योंकि सच कहूँ, बिना मोबाइल के मेरी साँसें तक ठीक से नहीं चल पा रही थीं। फिर सोचा, लौटने से पहले बिल्डर से भी मिल लूँ। अब उसका स्थान कहाँ है – कुछ अच्छे से याद नहीं। गूगल तो उस दिवंगत मोबाइल के साथ ही जलसमाधि ले चुका था। तभी एक अन्य सज्जन मिले। मैंने कहा – “भैया, ऑटो स्थान तक छोड़ देंगे?” उन्होंने तुरंत अपनी पुरानी मोटरसाइकिल पर बैठा लिया। न कोई प्रश्न, न शक, न स्वार्थ। उस दिन समझ आया कि इंसानियत अभी पूरी तरह समाप्त नहीं हुई है। कमाल की बात देखिए, समान स्तर के लोग शक कर रहे थे, पर एक साधारण सा विक्रय प्रतिनिधि, पुरानी मोटरसाइकिल वाला व्यक्ति, दिल से कितना बड़ा निकला।

फिर बिल्डर के पास पहुँचा, असल में वहाँ भूमि विवाद पर लड़ने गया था, पर स्थिति ऐसी हो चुकी थी कि मैंने कहा – “प्लॉट बाद में देख लेंगे पहले कृपा करके आज की नागपुर की रेल टिकट बूक कर दीजिए।” उन्होंने टिकट कर दी। फिर बोले – “आपके मोबाइल नंबर पर टिकट भेज दी है।” मैं मन ही मन हँसा... “भाईसाहब मोबाइल नंबर तो है पर मोबाइल तो अब जीवन-मृत्यु के बीच पड़ा है।” फिर मैंने कहा – “कम से कम टिकट का प्रिंट ही दे दीजिए।” और इस प्रकार मैं अपने मूल कार्य छोड़कर केवल “घर कैसे पहुँचा जाए” अभियान पर आ गया।

अब होटल वापस जाना था। न कोई वाहन सेवान स्थान की जानकारी, तब काम आया वही छोटा सा कागज़, जिस पर होटल का पता लिखा था। बिना OLA एवं UBER के बूक किये ऑटो वाले को दुगुना किराया दिया, होटल पहुँचा। होटल वाले ने मुझे ऐसे देखा मानो कोई बेचारा किस्मत का मारा युद्ध लड़कर लौट आया हो। वह बोला – “आ गए सर... सकुशल?” उसके बाद मैंने उसी से उसके मोबाइल द्वारा भोजन मँगवाने का निवेदन किया। भोजन किया और फिर उसी की सहायता से रेल की स्थिति पूछते हुए स्टेशन के लिए निकल पड़ा।

चूँकि रेल रात लगभग दस बजे आने वाली थी, इसलिए थोड़ा पहले ही स्टेशन पहुँच गया। अपने तय समय से लगभग एक घंटा पहले। पर वह तो भारतीय रेल थी, समय पर आ जाए तो यात्रियों को ही संदेह होने लगे। धीरे-धीरे सूचना पट्ट पर समय आगे बढ़ने लगा। दस बजे से ग्यारह, ग्यारह से बारह, मैंने सोचा विश्राम कक्ष में जाकर बैठ जाऊँ। पर बिना मोबाइल यदि रेल का प्लेटफॉर्म बदल गया तो? बस फिर क्या था, बैठे रहे, समय काटते रहे, और समय कट भी कैसे सकता था? अपना मोबाइल जो नहीं था।

तभी पहली बार मैंने लोगों को गौर से देखना शुरू किया। क्योंकि अब मेरे पास करने को और कुछ बचा भी नहीं था। न कोई मोबाइल, न कोई खेल, न कोई समाचार, न कोई “बैटरी कितनी बची” की चिंता। बस मैं था, रेलवे स्टेशन था और भारतीय जीवन का चलता-फिरता महाकाव्य था। तब जाकर ध्यान गया कि इस देश में असली “नेटवर्क” मोबाइल कंपनियों का नहीं, मेहनतकश लोगों का चलता है। स्टेशन पर कहीं गंदगी थी, कहीं अव्यवस्था, कहीं लापरवाहियाँ पर इन्हीं सबके बीच मैंने उन लोगों को देखा, जो बिना किसी दिखावे के निरंतर अपने कार्य में लगे हुये थे। कोई सफाई कर्मी पूरी रात झाड़ु लगाते हुए भी ऐसे काम कर रहा था मानो प्लेटफॉर्म की स्वच्छता के साथ देश की अर्थव्यवस्था भी उसी के भरोसे चल रही हो। कोई कुली पाँच-पाँच बैग उठाकर भी दौड़ रहा था, कोई छोटा विक्रेता बार-बार आवाज़ लगाए जा रहा था – “चाय... चाय...”. कोई कार्यालय से लौटता कर्मचारी थका हुआ जरूर था, पर चेहरे पर वही भारतीय मुस्कान थी, जो कहती है – “तनाव अपनी जगह है... पर महीने की पहली तारीख भी आएगी।” लोग संघर्ष कर रहे थे, पर उनके भीतर एक अद्भुत ऊर्जा थी। मानो कह रहे हों –

“न यह सरकार... न वह सरकार...”

हमारे परिवार की तकदीर लिखने वाला, हमारा परिश्रम ही है हमारा असली यारा।”

ऐसा करते-करते सुबह के पाँच बज गए। और जिस समय तक मुझे नागपुर पहुँच जाना चाहिए था, उस समय वह जगत प्रसिद्ध महान रेल अंततः भोपाल स्टेशन पर आई। अब मेरी हालत भी मेरे मोबाइल जैसी हो चुकी थी। न पूरी तरह चालू, न पूरी तरह बंद, किसी तरह नागपुर पहुँचा, पर हाल बेहाल थे, अगले दिन कार्यालय भी नहीं जा पाया।

तो यह थी मेरी आपबीती, जो यह बताती है कि आज का मनुष्य पूर्णतः मोबाइल पर निर्भर हो चुका है। मोबाइल ने जीवन आसान अवश्य किया है, पर मनुष्य को इतना निर्भर भी बना दिया है कि उसके बिना हम स्वयं को अधूरा महसूस करने लगते हैं।

अब तो स्थिति यह है कि – “रोटी, कपड़ा और मकान” के बाद, भारत का चौथा मूल अधिकार है – “मोबाइल”

और अंत में कुछ पंक्तियाँ –

**मोबाइल तू बड़ा महान, तेरे बिन सूना हर इंसान।
तू साथ रहे तो दुनिया अपनी, तू डूबे तो जीवन वीरान।**

**नक़्शे, रिश्ते, बैंक और प्यार, सब कैद हैं तेरे भीतर यारा।
अब हाल ये है इस मानव जाति का,
भगवान बाद में याद आते हैं...**

पहले पूछा जाता है – “भाई चार्ज है क्या?”

कविता कुंज

माया का है मंच सजा

माया का है मंच सजा,
अहम की चादर ओढ़।
अंतस की पुरवाई है,
खाज बनी है कोढ़ ॥

अपना कूचा छोड़के,
लपके दूजी ओर।
दूजे से अक्सर दर्द मिले,
फिर भटके चारों ओर ॥

अंदर अंदरद्वन्द छिड़ा,
चहक करे अब शोर।
यौवन की तरुआई है,
कहाँ मिले अब ठौर ॥

रश्मि काया अविरल छाया,
महक उठी चहुओर।
मंद मंद मुस्काती माया,
आट्टाहास घनघोर ॥

पल पल जीवन सिमट रहा,
करो जो इसपे गौर,
जीवन पाया आम सरीखा,
पर माली बस देखे बौर ॥



हर्षवर्धन मिश्रा

वरिष्ठ प्रबंधक (मानव संसाधन),
वेकोलि मुख्यालय

धूप की तपिश और आम की मिठास

जब अंबर से अंगारे बरसें, धरती तपकर लाल हुई,
पसीने से तर-बतर बदन, मुश्किल हर एक चाल हुई,
तब लू के थपेड़ों के बीच, एक ठंडी राहत आती है,
पेड़ों की घनी छाँव में, मिठास नया घर बनाती है।

वो कच्ची कैरी का तीखापन...

दोपहर की उस खामोशी में, जब पंछी भी सुस्ताते हैं,
बच्चे चुपके से अमराइयों में, पत्थर लेकर जाते हैं,
नमक और पिसी मिर्च संग, जब कच्ची फांकें सजती हैं,
बचपन की यादें जेहन में, फिर ताज़ा होकर बजती हैं।

पके फलों का राजसी अंदाज़...

शाखों पर लटकते वो सुनहरे, केसरिया और पीले फल,
जैसे सूरज की किरणों ने, खुद में भर ली हो हलचल,
दशहरी की वो लंबी काया, लंगड़े का वो सौंधा स्वाद,
हर चखने वाले को मिलता, खुशियों का अनमोल प्रसाद।

गर्मी का ये अनोखा वरदान...

भले ही सूरज आग उगले, भले ही प्यास सताती हो,
पर आम की एक ही खुशबू, सारे गम बिसराती हो,
बिना धूप के पकता नहीं, ये स्वाद का अनूठा संगम,
गर्मी की इस कठिन डगर में, आम ही है सच्चा मरहम।



Kawery Motghare

Accounts Clerk-Gr.II
Finance Department, WCL

वेस्टर्न कोलफील्ड्स लि. कार्यालय
WESTERN COALFIELD H.Q.



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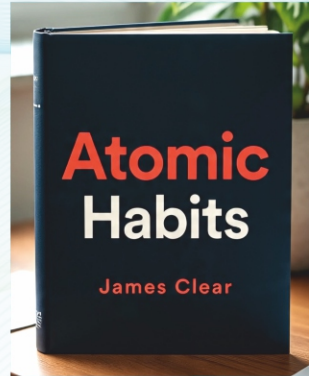
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वेकोली की कुछ झलकियाँ



BOOK REVIEW



Paridhi Varma

Assistant Manager, HR
IR/Rajbhasha Department, WCL HQ

Why Your Desk Plant Is Winning at Life? What Atomic Habits Taught Me About Getting 1 Percent Better

Book Review Atomic Habits by James Clear

If you have ever started January with a 5 AM gym plan and ended January hitting snooze at 7:58 AM, James Clear's Atomic Habits is the book that explains why your willpower ghosted you and more importantly how to stop relying on it.

The core idea is unbelievably simple: it's the changes, repeated, compound into huge results. Clear calls it "getting 1 percent better every day." Do that for a year and you are 37 times better. Do the opposite and, well, you are basically me trying to learn guitar in 2019.

The System > The Goal

Clear's first big swing is that winners and losers have the same goals. Everyone wants zero LTI, higher OB removal, better grade coal. Goals set direction but systems are what make progress.

Coal India office example:

Saying we will hit 100 percent dispatch target this month is a goal. Building a system where rake indent is raised 48 hours in advance, weighbridge data syncs automatically to SAP and shift supervisors get a 9 AM WhatsApp summary of pending loads — that's the system. The goal is the monthly report; the system is how the yard actually moves.

Humor check:

Goals are like saying we want 100% safety while our system is a toolbox talk done once a month. The DGMS will not be impressed.

The Four Laws of Behavior Change

Clear breaks habit building into 4 laws. Here is how they work for a coal setup.

Law 1 Make it Obvious Cue:

Your brain runs on cues. If you want a habit, put it in your face. To kill a bad one, hide the cue.

Coal India office move:

Want daily safety checklist compliance? Pin the 5 point card right above the attendance register, not buried in a file. Want to cut idle dumper time? Put the live HEMM dashboard on the big screen in the time office.

Field reality:

It is like keeping the fire extinguisher behind locked storage vs. mounted on the wall. During an emergency, we both know which one gets used.

Law 2 Make it Attractive Craving:

Pair something you need to do with something you want to do. Clear calls it "temptation bundling."

Coal India office move:

Only clear pending e-mails after you have updated the daily production log. Suddenly SAP entry is not pain, it is "clear inbox" time. Want better housekeeping at the CHP? The shift with zero spillage for a week gets to pick the canteen menu on Saturday.

Warning:

This is why "I will just check the CCTV for 2 minutes" turns into a 30 minute rewind of yesterday's loading drama. Temptation bundling works both ways.

Law 3 Make it Easy Response:

Reduce friction for good habits, add friction for bad ones. Use the Two Minute Rule: scale any habit down until it takes < 2 min to start.

Coal India office move:

Prepare monthly grade report feels huge. Open the template and paste today's lab results takes 2 minutes. You will usually finish the rest. To conduct safety audit is hard. Walk to Section A with the checklist in hand in 2 minutes. Motion beats procrastination.

For bad habits:

Want to stop manual data tweaks in Excel? Password protect the master sheet and keep edits to the shared

drive. Adding 30 seconds of hassle kills most shortcuts.

Law 4 Make it Satisfying Reward:

Humans repeat what feels good immediately. But most good habits pay off late. So create instant reward.

Coal India office move:

Habit tracker on the notice board. Every day the shift ends with “No equipment breakdown due to lubrication miss,” add a green dot. Your crew loves seeing streaks. Miss twice and the chain breaks, and nobody wants to be the shift that broke a 20 day green run.

Bad habit flip:

Clear's story of paying \$5 for nail biting. In our world: ₹500 fine for not wearing PPE in the designated zone. Instant pain > delayed accident.

Identity The Real Cheat Code :

The sneakiest insight is that every action is a vote for the type of person you become. Do not aim to “clear the audit.” Aim to “be a zero NC team.” Then ask: what would a zero NC team do today? Probably file that environment reading before tea break.

Coal India office move:

Stop saying “We need to improve coal quality.” Start acting as “We're the unit that never dispatches below grade coal.” One identity shift makes grade monitoring, sampling, and stacking decisions automatic. You are not forcing compliance; you are living up to who you are.

The Plateau of Latent Potential

Clear calls it the “Valley of Disappointment”: you work for weeks, see nothing, quit right before results show up. It is like heating ice from -5°C to 0°C. Nothing happens... until it melts at 1°C.

Coal India office move:

That new dust suppression SOP feels useless in week 2 – PM10 readings look the same. Month 3 is when the trendline actually bends and DGMS notices. Most projects get diluted in week 4. Don't be most projects.

So who should read this at work

Shift in charges tired of firefighting, planning teams buried in reports, safety officers pushing behavior change, and that one colleague whose table has more pending files than a coal stockyard.

Final take

Atomic Habits won't tell your unit to “extract harder.” It shows how to rig daily work so safety, quality, and dispatch become the default. It's not flashy. It's systems, cues, and making the right choice the easy choice. Which is why it works, even in coal.

And yes, my desk plant is still thriving. It gets water daily because the bottle is right there. The plant isn't disciplined. It just has better systems than most of our SOPs.



Lakshadweep: Islands That Refuse Noise



Rahul Sharma
Manager (CD),
Wani Area, WCL



In November last year, I felt drawn to an isolated escape. Lakshadweep was not the obvious choice. In fact, it is not an easy destination in any sense. Even reaching it demands intent. There are cruise options, but they offer only brief island stops while keeping you mostly on the ship. That was not what I wanted. I wanted to be on the islands, to feel them. So I chose to fly there.

Getting there is a process in itself. Out of the 36 islands that form this tropical archipelago, only 10 are inhabited, and just a handful are open to tourism. Entry permits are required for each island, along with a police clearance certificate and a local reference. It takes effort, patience, and planning. But once everything was approved, the journey had already begun in a way.

The flight to Agatti Island was slightly turbulent, yet beautiful. As the mainland disappeared, the Arabian Sea stretched endlessly. Then suddenly, a thin strip of land appeared. The runway at Agatti is unlike anything else, surrounded by water on both sides, almost as if you are landing on the ocean.

It was drizzling when we arrived. The airport is small and quiet. Permits were checked before we stepped out. On the short drive to our resort, we passed a small jail. The driver mentioned it remains almost empty, as Lakshadweep has nearly zero crime. Something that says a lot about the place.

Agatti is barely 8km long, with the ocean visible on both sides almost constantly. The moment we reached the resort, the room did not matter. The beach did. White sand, clear turquoise water, and a silence that felt untouched. Lunch was served right by the shore. The drizzle had given way to sunlight, and coconut trees cast long, gentle shadows. After eating, we simply lay there, doing nothing. And that nothing felt complete.

In the evening, we stepped out to explore the island. There are no flashy cafes, no overdone tourist setups. Every corner looked like it deserved attention. There was no need for a 'spot'.

Next morning, we set out for a nearby uninhabited island on a glass bottom boat. As we glided over the



water, fish swam beneath us in clusters, and turtles moved gracefully through the sea. The destination was Kalpitti Island, inhabited only by birds, crabs, and marine life. There is a single manmade stone structure there, engraved with the National Emblem and the old name of the territory, Laccadive. It stood there, forgotten, yet historical.

The following day was more adventurous. A boat ride to Bangaram and Thinnakara Islands, both about an hour and a half away. The sea was slightly rough, but the changing shades of blue made the journey captivating. Along the way, unexpectedly a group of dolphins appeared. At first they shied away, but once at a distance, began leaping and gliding as if performing for us!

We stopped for snorkeling near Thinnakara Island. Beneath the surface was a different world. Corals in soft colors, fish moving in silence, everything calm but alive. Later, we visited a sandbank on Bangaram Island where the water changed shades within a few steps, depending on the depth. It was almost like walking through a painting.

On the way back, a conversation with our fellow travellers, Capt. Shibin from The Indian Army, and his wife Pooja, resulted in an easy connection. Turned out we were staying at the same resort.



The next day was earmarked for scuba diving. We chose a depth of 12 meters, even though it was my first time. The instructors were patient and reassuring. A short practice session at the shore helped, but the real challenge was mental. Breathing through the mouth, trusting the equipment, letting go of control. A 45 minute boat ride took us far into the sea. With us was another participant, Mr. Rammurthy, a Senior Auditor in CAG from Kerala, who had done this many times before. His calm confidence helped ease my hesitation. Still, as I descended into the ocean, the fear was real. But once underwater, everything changed. The noise disappeared. Time slowed. Fish passed by effortlessly, turtles drifted nearby, and the vast blue stretched in all directions. It was peaceful in a way that is hard to describe. The 45 minutes underwater felt like a brief moment. Back on the boat, nobody spoke much. There was no need. The silence from beneath the sea stayed with us.



That evening, we spent time with Capt. Shibin and Pooja. In just two days, they felt less like strangers and more like people we had known for a while. The next morning brought heavy rain and strong winds. We were concerned about our return flight, but thankfully flight operations were on. Our friends accompanied us to the airport. Goodbyes felt heavier than expected. As we walked into the same small airport that had welcomed us days ago, it felt different. We were leaving with more than just photographs. There was a sense of stillness, new friendships, and a quiet realization.

Lakshadweep does not appeal to everyone. It does not offer constant stimulation like most destinations. But if you allow it, it gives you something rare. Unhurried, untouched, and deeply rewarding for those who choose to go.

MAHATMA GANDHI ECO PARK

The first initiative of its kind in India



Pallavi Girish Patil

General Assistant,
Administration Dept., WCL HQ

Mahatma Gandhi Eco-park is the first of its kind of initiative to promote Eco-Mine tourism in India. Knowing Coal Mining Industry wasn't fun. But now it is! The Eco-Park situated in the scenic landscape at Saoner, about 40 Kms from Nagpur, has not only simplified the understanding of coal mining process but also has made it enjoyable. It spans 6.35 Hectare of area facilitating understanding about coal mining industry and its efforts towards nation building.



Discharge Loader (SDL) and Universal Drill Machine (UDM) used in underground coal mines.



As a part of Eco Mine Tourism, WCL conducts tours of two operational coal mines – Saoner Underground Mine and Gondegaon Opencast Mine. An Eco-Park has been created in between these two mines where tourists can enjoy the nature and also learn about the mining environment before entering the mines.

Hon'ble Prime Minister Shri. Narendra Modi mentioned The Eco-Park at Saoner in his "Mann Ki Baat" program on 27th March, 2016. He gave his wishes and compliments to the efforts undertaken by WCL in developing and executing the concept of Mine Tourism.

The Eco Mine Tourism Circuit offers supportive natural habitat for local flora and fauna. The Eco-Park is surrounded by 4 underground and 1 open cast coal mines in close vicinity. It utilizes mine water for gardening, water conservation and amusement purposes while showcasing several demonstrable technologies such as solar electrification of water pump, rain water harvesting and micro irrigation.

The park has several scientific models and a battery-operated toy train made by company's workmen using mine scrap material. It also has an artificial mine tunnel and machines such as Load-Haul-Dump (LHD), Side

The Eco Mine Museum at the park, with its gallery and movie theatre, provides awareness about the history of coal formation, coal reserves, coal mining technologies and other information related to the industry. The souvenir Shop at the Mahatma Gandhi Eco-Park has products made by persons with intellectual needs and is largely visited.



QUIZ

Multiple Choice Questions

प्रिय पाठकों,

‘प्रगति’ पत्रिका के इस अंक में हम आपके लिए लाए हैं एक ज्ञानवर्धक क्विज़, जो भारतीय कोयला उद्योग से संबंधित है। नीचे दिये गए 10 प्रश्नों के उत्तर देकर आप जीत सकते हैं आकर्षक उपहार।

नियम:

- प्रश्नों के उत्तर भेजने के लिए नीचे दिया गया QR Code स्कैन करें।
- सही उत्तर भेजने वाले पहले 5 पाठकों के नाम अगले अंक में प्रकाशित किए जाएंगे।
- विजेताओं को आकर्षक उपहार प्रदान किए जाएंगे।
- प्रत्येक प्रश्न के चार विकल्प दिए गए हैं, जिनमें से केवल एक सही उत्तर है।

1. How much Coal was produced by WCL during FY 2025–26?

- A) 58.45 MT B) 60.12 MT
C) 63.03 MT D) 65.75 MT

6. The proposed Coal Gasification Plant is being developed at:

- A) Umrer B) Nagpur
C) Chandrapur (Bhadravati) D) Wani

2. WCL recently launched its first-ever:

- A) Mobile App B) Independent Logo
C) Mine Portal D) Coal Exchange Platform

7. Which technology is primarily used in WCL for vehicle tracking?

- A) RFID B) GPS/GPRS/GNSS VTS
C) Wi-Fi Tracking D) Drone Tracking

3. The newly launched WCL logo was designed by:

- A) Ministry of Coal B) External Design Agency
C) Coal India Team D) WCL PR Department

8. Which of the following is monitored through ETMS in Underground Mines?

- A) Methane (CH₄) B) Carbon Monoxide (CO)
C) Oxygen (O₂) D) All of the Above

4. WCL is expecting a mandate for which major initiative by the end of FY 2026?

- A) Rights Issue B) FPO
C) IPO D) Bonus Share Issue

9. Which AI-based feature helps identify unauthorized gathering of people?

- A) Fire Detection B) Crowd Detection
C) Smoke Detection D) Number Plate Detection

5. CIL/WCL is developing a Coal Gasification Project in partnership with:

- A) NTPC B) ONGC
C) BPCL D) GAIL

10. Which system is being implemented for proper vehicle positioning on weighbridges?

- A) ETMS B) RFID
C) WBCS D) FLMS

उत्तर भेजने के लिए
QR CODE स्कैन करें



Winners of Last Quiz (Issue: Jan - March, 2026)



Chetan Shankar Chide
Dy. Manager (ED)
WCL HQ



Rama Krishna Animireddy
Manager (HR)
WCL HQ



Pooja Srivasatava
Manager (E&M)
Inter Mine, Nagpur Area



Abhinandan Bedua
Asstt. Manager (Mining)
Pench Area



Pallavi Girish Patil
General Asstt. (Admin Dept.)
WCL HQ

Congratulations, please collect your prize from PR Dept. WCL (HQ)

Best Article
(October-December 2025)



Rama Krishna Rao Nukala
Dy. Manager (HRD)
WCL HQ

Answers of Last Quiz from Pragati (Jan - March, 2026)

1. (B) 2. (C) 3. (C) 4. (C) 5. (C) 6. (B) 7. (A) 8. (D) 9. (A) 10. (C)



वेस्टर्न कोलफील्ड्स लिमिटेड

एक मिली रत्न कंपनी
कोल इंडिया लिमिटेड की अनुषंगी कंपनी

प्रगति

वेकोलि की त्रैमासिक पत्रिका



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