

प्रगति

वेकोलि की त्रैमासिक पत्रिका
अप्रैल - जून 2025

WESTERN COALFIELDS LIMITED
कोयला इंडिया लिमिटेड
Coal India
A MINERALS COMPANY
50
5 DECADES OF UNEARTHING ENERGY



दहेगांव माकरधोकड़ा-IV
कोयला खदान के लिए वेस्टिंग ऑर्डर प्राप्त

वर्ष 2023-24 के लिए वेकोलि की चार खदानों को
5 स्टार तथा 30 खदानों को 4 स्टार रेटिंग

स्वास्थ्य सुविधाओं में सुधार एवं समनवय हेतु
प्लेटफॉर्म **SWASTH** की शुरुआत

वेकोलि में एक साथ 114 स्थलों पर मनाया गया योग दिवस

WCL'S VISIONARY LEADERS



Shri Jai Prakash Dwivedi
CMD, WCL



Shri Anil Kumar Singh
DT(OP), WCL HQ



Shri Bikram Ghosh
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Shri Anandji Prasad
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Dr. Hemant Sharad Pande
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Shri Ajay Madhukar Mhetre
CVO, WCL HQ



अध्यक्ष सह प्रबंध निदेशक का संदेश

मुझे अत्यंत प्रसन्नता है कि वेकोलि की त्रैमासिक पत्रिका "प्रगति" का नवीन अंक प्रकाशित किया जा रहा है। यह पत्रिका न केवल हमारे कार्यकलापों और उपलब्धियों को प्रतिबिंबित करती है बल्कि यह हमारी साझा प्रतिबद्धता, परिश्रम और विकास यात्रा का भी साक्ष्य है।

वेकोलि ने विगत वर्षों में अनेक महत्वपूर्ण उपलब्धियाँ अर्जित की हैं, चाहे वह उत्पादन लक्ष्य की प्राप्ति हो, कोयला प्रेषण एवं ओबी निष्कासन की सुचारु व्यवस्था, पर्यावरण संरक्षण में नवाचार, या फिर श्रमिक कल्याण और सीएसआर के क्षेत्र में नए आयामों की स्थापना। ये सारी उपलब्धियाँ सभी के साझा प्रयासों का प्रतिफल है। मुझे आशा है कि "प्रगति" हमारी इस विकास यात्रा को रेखांकित करेगी, साथ ही आगे की पीढ़ियों के लिए यह विरासत, संघर्ष और सफल प्रयासों का एक मूल्यवान संदर्भ-दस्तावेज़ सिद्ध होगी।

मैं सभी पाठकों से आग्रह करता हूँ कि वे "प्रगति" को न केवल पढ़ें, बल्कि इसके माध्यम से अपने सुझाव, विचार और रचनात्मक प्रयासों को साझा कर इस मंच को और अधिक प्रभावशाली बनाएं।

मेरी शुभकामनाएँ।

(जे. पी. द्विवेदी)
अध्यक्ष-सह-प्रबंध निदेशक
वेस्टर्न कोलफील्ड्स लिमिटेड

प्रगति



वेकोलि में दिनांक 25-26 मार्च 2025 को कोल इंडिया लिमिटेड का पहला सुरक्षा सेमिनार "ट्रस्ट वर्दी" संपन्न। संगोष्ठी में कोल इंडिया लिमिटेड और उसकी अनुषंगी कंपनियों के सुरक्षा, साइबर सुरक्षा तथा कानूनी विशेषज्ञों के साथ ही इस विषय से जुड़े वेकोलि के अधिकारी गण शामिल हुए।



दिनांक 14.04.2025 को, वेकोलि में, बाबासाहेब डॉ. भीमराव आंबेडकर को आदरांजलि अर्पित की गयी। मुख्यालय में आयोजित समारोह में वेकोलि के अध्यक्ष-सह-प्रबंध निदेशक श्री जे. पी. द्विवेदी, निदेशक गण, मुख्य सतर्कता अधिकारी, महाप्रबंधक, विभागाध्यक्षों, अधिकारियों एवं कर्मचारियों ने डॉ भीमराव आंबेडकर की जयंती पर उन्हें श्रद्धा-सुमन अर्पित कर उनके प्रति आदर व्यक्त किया।



दिनांक 19.04.2025 को, वेकोलि में, बाबासाहेब डॉ. भीमराव आंबेडकर की 134वीं जयंती के उपलक्ष्य में व्याख्यान आयोजित किया गया। मुख्यालय में आयोजित समारोह में वेकोलि के अध्यक्ष-सह-प्रबंध निदेशक श्री जे. पी. द्विवेदी मुख्य अतिथि के तौर पर उपस्थित रहे।



वेकोलि द्वारा निगमित सामाजिक उत्तरदायित्व (CSR) के अंतर्गत एक महत्वपूर्ण पहल करते हुए डॉ. हेडगेवार ब्लड सेंटर, नागपुर में अत्याधुनिक चिकित्सा उपकरण उपलब्ध कराए हैं। दिनांक 22.04.2025 को डॉ. हेमंत शारद पांडे, निदेशक (मा.सं.), वेकोलि ने इन अत्याधुनिक चिकित्सा उपकरणों का लोकार्पण किया। इस कार्य पर कुल ₹169.26 लाख की लागत आई है।



वेकोलि द्वारा 25 अप्रैल, 2025 को "कोयला खनन में संसाधन नियोजन हेतु फॉरेस्ट क्लीयरेंस की महत्ता" विषय पर एक दिवसीय कार्यशाला का आयोजन किया गया। इस कार्यशाला का उद्देश्य कोयला खनन में फॉरेस्ट क्लीयरेंस अनुपालन को सुदृढ़ बनाना एवं खनन क्षेत्र में सतत विकास को प्रोत्साहित करना रहा।



वेकोलि ने सीएसआर के तहत दिनांक 28 अप्रैल, 2025 को महात्मे नेत्र चिकित्सालय में AR with Tonometer, A-Scan with B-Scan, Phaco Machine तथा Slit Lamp जैसे अत्याधुनिक नेत्र चिकित्सा उपकरण प्रदान किए हैं। निदेशक (मानव संसाधन) डॉ. हेमंत शारद पांडे ने, पद्मश्री डॉ. विकास महात्मे की विशेष उपस्थिति में, इन उपकरणों का उद्घाटन किया। इन उपकरणों से अस्पताल में प्रति वर्ष 1.2 लाख से अधिक रोगियों को उच्च गुणवत्ता वाली नेत्र जांच और शल्यचिकित्सा सुविधा प्रदान करने में मदद मिलेगी।

पथ पर...



दिनांक 19 एवं 20 मई, 2025 को सह सचिव, कोयला मंत्रालय श्री लखपत सिंह चौधरी वेकोलि के दौरे पर रहे। प्रथम दिन (19.05.2025) उन्होंने वेकोलि मुख्यालय में वेकोलि के कार्य-निष्पादन की समीक्षा की। आगे उन्होंने उमरेड क्षेत्र का दौरा कर, क्षेत्र की खदानों का निरीक्षण किया। उन्होंने एमकेडी-3 दिनेश खदान तथा फर्स्ट माईल कनेक्टिविटी प्रोजेक्ट का भी निरीक्षण किया। अपने दौरे के दूसरे दिन उन्होंने नागपुर क्षेत्र की सावनेर भूमिगत खदान, इकी पार्क आदि का दौरा किया।



01 मई, 2025 को, अंतर्राष्ट्रीय श्रमिक दिवस के अवसर पर, वेकोलि में कोयला श्रमिक (खनिक) दिवस मनाया गया। कंपनी मुख्यालय में आयोजित खनिक दिवस के कार्यक्रम में सीएमडी श्री जय प्रकाश द्विवेदी ने उपस्थित सभी को देश हित में श्रम के द्वारा सहभागी होने का संकल्प दिलाया। कार्यक्रम में महाप्रबंधक/विभागाध्यक्ष, श्रमसंघ प्रतिनिधि, अधिकारी एवं कर्मचारी बड़ी संख्या में उपस्थित रहे।



माइनिंग, जियोलॉजिकल एंड मेटलर्जिकल इंस्टिट्यूट ऑफ इंडिया (MGMI) द्वारा 'धारणीय खनन के लिए संसाधन प्रबंधन तथा नवाचार (Progressive Resource Innovation for Sustainable Mining)' के विषय पर सेमिनार 'प्रिस्म 2025' का सफल आयोजन किया गया। नागपुर के होटल रेडिसन में आयोजित इस सेमिनार के उद्घाटन सत्र में श्री पी. एम. प्रसाद, अध्यक्ष - कोल इंडिया लिमिटेड मुख्य अतिथि के रूप में उपस्थित रहे। सेमिनार में एमजीएमआय के राष्ट्रीय अध्यक्ष एवं सीएमडी, वेस्टर्न कोलफील्ड्स लिमिटेड श्री जे. पी. द्विवेदी की विशेष उपस्थिति रही।



वेकोलि ने अपने प्रतिष्ठित ज्ञान-साझाकरण मंच 'WCL संवाद' के 100वें सफल और निबंध एपिसोड के अवसर पर भव्य समारोह का आयोजन किया। यह कार्यक्रम वेकोलि मुख्यालय के बोर्ड रूम में आयोजित किया गया था।



वेकोलि द्वारा निगमित सामाजिक उत्तरदायित्व के अंतर्गत महत्वपूर्ण पहल करते हुए नागपुर, बुटीबोरी स्थित कल्पतरु स्पेशल स्कूल में सीवेज ट्रीटमेंट प्लांट, लिफ्ट और कंपाउंड वॉल निर्मित कराए गए हैं। दिनांक 17.05.2025 को वेकोलि के महाप्रबंधक (कल्याण/सीएसआर) श्री जी. सीतारमण ने कल्पतरु स्पेशल स्कूल में इन कार्यों का लोकार्पण किया। वेकोलि के वित्तीय सहयोग से संपन्न इस परियोजना की कुल लागत ₹28.17 लाख है।



भारतवाड़ा, नागपुर स्थित अन्नमूत फाउंडेशन में सीएसआर के अंतर्गत सेंट्रलाइज्ड किचन में थर्मैक्स बायलर, डबल जैकेटेड कड़ाही, आरओ संयंत्र और कूलिंग सिस्टम जैसे आधुनिक रसोई उपकरण उपलब्ध कराए गए हैं। इस उन्नयन से अब फाउंडेशन प्रतिदिन 1 लाख से अधिक बच्चों, मरीजों के परिजनों और आदिवासी समुदायों को पोष्टिक एवं स्वच्छ भोजन प्रदान कर सकेगा। दिनांक 28 अप्रैल, 2025 को डॉ. हेमंत शरद पांडे ने इस सीएसआर परियोजना का उद्घाटन किया।

प्रगति पथ पर...



वार्षिक खान सुरक्षा पखवाड़ा 2024 - समापन समारोह

खान सुरक्षा महानिदेशालय तथा वेस्टर्न कोलफील्ड्स लिमिटेड के संयुक्त तत्वावधान में 31 मई, 2025 को वार्षिक खान सुरक्षा पखवाड़ा 2024 का समापन एवं पुरस्कार वितरण समारोह आयोजित किया गया। कविवर्य सुरेश भट्ट सभागृह, नागपुर में आयोजित समारोह में माननीय श्री उज्ज्वल ता, खान सुरक्षा महानिदेशक, भारत सरकार, मुख्य अतिथि के रूप में उपस्थित थे। कार्यक्रम की अध्यक्षता वेकोलि के अध्यक्ष-सह-प्रबंध निदेशक श्री जे. पी. द्विवेदी ने की।



अंतरराष्ट्रीय योग दिवस

दिनांक 21.06.2025 को अंतरराष्ट्रीय योग दिवस के अवसर पर, वेकोलि में, 114 स्थलों पर योगाभ्यास कर, योगा दिवस मनाया गया। इस आयोजन में कुल 7070 कर्मी, ठेका कर्मी तथा कर्मियों के आश्रित शामिल हुए। अंतरराष्ट्रीय योग दिवस का भव्य कार्यक्रम उमरेड क्षेत्र स्थित छत्रपति शिवाजी स्टेडियम में आयोजित किया गया। इस कार्यक्रम में वेकोलि के सीएमडी श्री जे. पी. द्विवेदी मुख्य अतिथि के तौर पर उपस्थित रहे। उन्होंने स्टेडियम में 800 से अधिक प्रतिभागियों के साथ योगाभ्यास किया।



पर्यावरण दिवस

टीम वेकोलि ने विश्व पर्यावरण दिवस पर दिनांक 05.06.2025 को कंपनी मुख्यालय में वृक्षारोपण कर विश्व पर्यावरण दिवस मनाया। अध्यक्ष सह प्रबंध निदेशक श्री जे. पी. द्विवेदी ने कोयला मंत्रालय के "एक पेड़ माँ के नाम" अभियान की वेकोलि में शुरुआत की। वृक्षारोपण का यह विशेष अभियान 5 जून से 31 अगस्त, 2025 तक वेकोलि मुख्यालय के साथ ही सभी क्षेत्रों में चलाया जाएगा।



अमलगमेटेड इंदर कामठी खुली खदान में बांस वृक्षारोपण के लिए एमओयू

अमलगमेटेड इंदर कामठी खुली खदान में बांस वृक्षारोपण के लिए 05 जून 2025 को वेकोलि एवं महाराष्ट्र बंबू विकास मंडल (एम.बी.डी.बी.), महाराष्ट्र सरकार के बीच एमओयू किया गया। एमओयू पर निदेशक तकनीकी (परियोजना एवं योजना) श्री आनंद जी प्रसाद एवं एम.बी.डी.बी के प्रबंध निदेशक श्री कल्याण कुमार ने हस्ताक्षर किए। वेकोलि एवं एम.बी.डी.बी के बीच यह समझौता 15 साल के लिए लागू होगा, जिसके अंतर्गत नागपुर क्षेत्र की इंदर - कामठी ओपन कास्ट खदान की 43.045 हेक्टेयर भूमि पर बांस का रोपण किया जाएगा।

PATRON

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CMD, WCL

Shri Anil Kumar Singh,
Director (Technical) Operations

Shri Bikram Ghosh
Director (Finance)

Shri Anandji Prasad
Director (Technical) P&P

Shri Hemant Sharad Pande
Director (HR)

Shri Ajay Madhukar Mhetre
Chief Vigilance Officer

UNDER THE GUIDANCE OF

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We invite write-ups for the next issue of Pragati
(July to September 2025)

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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THE FINANCIAL RENAISSANCE OF WESTERN COALFIELDS LIMITED: A PERSONAL CHRONICLE



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Introduction: A Moment of Triumph

In the annals of WCL's history, the announcement of an interim dividend of ₹500 Crores for FY 2024-25 — after a gap of eight years — stands as a testament to the company's resilience and strategic foresight. This milestone evoked a deep sense of pride and nostalgia in me. With a remarkable Profit Before Tax (PBT) of ₹4,181.67 Crores in FY 2023-24 and a Net Worth of ₹7,442.84 Crores as of December 2024, WCL has scripted an extraordinary financial turnaround. To witness this journey — from financial turbulence to sustained stability — has been both a challenging and deeply rewarding experience.

Understanding WCL's Operational Landscape

Western Coalfields Limited (WCL), a Miniratna subsidiary of Coal India Limited, operates in Maharashtra and Madhya Pradesh. With 10 coal-producing areas, it manages 33 open-cast (OC) mines, 19 underground (UG) mines (as on 01.04.2024). It primarily caters to the thermal power plants in Central and Southern India.

However, WCL's mining geography comes with natural and economic constraints:

- The highest stripping ratio in Coal India (1:5) burdens cost structures.
- Geological limitations inhibit the viability of mega projects.
- Expansion and operation of semi-mechanical UG Mines are not economical.
- Quality concerns, owing to lower-grade coal and banded seams, reduce commercial attractiveness.

Despite these structural disadvantages, WCL embarked on a long, determined path to reclaim financial sustainability.

The Descent: Financial Challenges (2015-16 to Q1 2020-21)

WCL's challenges were not due to production inefficiencies. In fact, coal output rose from 44.81 MT in FY 2015-16 to 57.64 MT in FY 2019-20. Yet, the financial metrics for the period from FY 2016-17 to Q1 2020-21 told a more sobering story:

Cumulative Loss (PAT): ₹3,092 Crores

Net Worth:

Deteriorated from ₹3,322 Crores to ₹191 Crores.

Trade Receivables:

Rose from ₹673 Crores to ₹2,497 Crores.

Cash & Bank Balance:

Plunged from ₹4,170 Crores to ₹624 Crores.

Working Capital:

From ₹3,836 Crores to a negative ₹179 Crores.

Short-Term Borrowings: ₹1,145 Crores

A classic example of how volume alone cannot guarantee value — a reminder often echoed in our Indic philosophy: "*Bahutvam na tu gunāya kalpate*", i.e., "*Abundance alone does not equate to quality.*"

Identifying the Culprits:

Reasons for Financial Decline

The crisis was multi-faceted:

- 1. Unstable Demand:** Irregular coal offtake by state utilities.
- 2. E-Auction Premium Volatility:** Market unpredictability hindered planning.
- 3. 7th Pay Commission Burden:** Pay revisions added ~₹1,000 Crores to annual costs.
- 4. Gratuity Ceiling Hike:** Resulted in an additional ₹1,324 Crores provision.
- 5. Coal Grade Downgrades:** Introduction of annual grade determination independently by CCO wef FY 2017-18 resulted in downgrading by an average of 2 grades that led to revenue losses.
- 6. Quality Deduction by Customers:** CSIR-CIMFR took over Coal Sampling in mid-Sep 2016 which was earlier done through independent third-party agencies appointed by CIL. Increased downgrading of coal samples led to increased credit notes.
- 7. Stripping Ratio Revisions:** Additional ₹732 Crores charge on OBR Adjustment.

This confluence of internal adjustments and external constraints led to a near-erasure of net worth.



Strategic Resurgence: Measures for Financial Revival

Despite the onset of COVID-19, WCL's leadership exhibited exemplary resolve:

1. Revenue Enhancement

- **Mine-Specific Pricing:** Initiated in November 2019 and expanded in February 2021, this pricing allowed select mines to fetch an additional ₹450/tonne.
- **Quality Monitoring:** Aggressive quality assurance led to an 89.37% reduction in grade slippage vis-à-vis FY 2019-20.

2. Cost Optimization

- **Stripping Ratio Realignment:** Proactively matched OB removal with coal output across areas, saving ₹1,271.82 Crores through reduced adjustment costs.
- **Expenditure Rationalization:** Focused efforts to reduce demurrage, minimize overtime, and control travel expenses.

3. Financial Management

- **Receivables Realization:** Senior-level engagement with key clients facilitated faster payment cycles.
- **Borrowing Rationalization:** The company achieved debt-free status by the end of FY 2020-21.

The Outcome: A Turnaround Realized

The results vindicated the collective effort:

- **Operating Profit:** After a period of 4 years, WCL managed to post operating profit in a quarter as given below:
 - Q2 FY 2020-21: ₹70.32 Crores
 - Q3 FY 2020-21: ₹196.36 Crores
 - Q4 FY 2020-21: ₹21.10 Crores
- **PBT Surge:** From ₹12.12 Crores in FY 2019-20 to ₹352.56 Crores in FY 2020-21.
- **Net Worth:** Rose to ₹548.88 Crores.
- **Borrowing:** Short-term borrowings fully repaid.
- **Liability Clearance:** WCL was able to liquidate all the major liabilities during the year 2020-21.

Sustaining the Momentum: FY 2021-22 and Beyond

What unfolded between FY 2021-22 and FY 2023-24 was nothing short of remarkable. Energised by the exceptional turnaround achieved in FY 2020-21, WCL's management intensified its focus on operational excellence to further bolster the company's financial strength. Coal production surged from 50.28 MT in FY 2020-21 to an impressive 69.11 MT in FY 2023-24, registering a double-digit

compound annual growth rate (CAGR) — a truly unprecedented achievement in the company's history.

Key strategic interventions included the deployment of Continuous Miners in three UG mines, sustained outsourcing strategies in opencast (OC) mines and the extension of mine-specific pricing mechanisms to all mines. Additionally, the revision of the Overburden Removal (OBR) accounting policy by Coal India Limited (CIL) brought closer alignment with the ground-level operational dynamics and boosted transparency in performance assessment.

These efforts collectively propelled the company's Profit Before Tax (PBT) from ₹352.56 Crores in FY 2020-21 to a formidable ₹4,181.67 Crores in FY 2023-24, significantly enhancing WCL's financial position. The company-wide implementation of ERP also played a vital role by streamlining processes, improving efficiency and enabling data-driven decision-making.

Personal Reflections: The Sadhana Behind the Success

As one who has journeyed through this transformation, the experience evokes the spirit of *sādhana* — a disciplined and unwavering pursuit rooted in dedication to a larger cause. This was not merely a professional endeavour, but a *Bhagiratha Prayatna* — a relentless and purposeful effort akin to King Bhagiratha's penance to bring the sacred Ganga down to earth. There were moments of uncertainty, intense pressure and fatigue. Yet, in those dark and trying times, I often found strength in the story of Lord Hanuman — who, when reminded of his inner power, soared across the ocean with unshakable resolve. Like him, we, too, rediscovered our latent potential and, with a shared sense of mission, rose to the occasion with collective resolve and team spirit.

This is not merely a tale of financial ratios and boardroom decisions. It is a saga of belief, perseverance, and quiet leadership across all levels — from the pithead worker braving the monsoon to the Finance Officer reconciling ledger entries late into the night.

Conclusion: The Road Ahead

WCL's turnaround is not the end — it is the beginning of a new chapter. As India transitions toward energy security and responsible mining, WCL must continue to innovate, sustain profitability, and uphold the trust reposed in it.

In Vedic tradition, it is said:

"Uttishthata Jāgrata Prapya Varan Nibodhata" — "Arise, Awake, and Stop not till the Goal is Reached."

WCL has risen. WCL is awake. The journey continues.



लाइफ फॉर एनवायरनमेंट



राजेश कुमार सिंह चौहान
मुख्य प्रबंधक (माइनिंग)
वेकोलि मुख्यालय

Earth Anthem

Our cosmic oasis, cosmic blue pearl
The most beautiful planet in the universe
All the continents and all the oceans
United we stand as flora and fauna
United we stand as species of one earth
Diverse cultures, beliefs and ways
We are humans, the earth is our home
All the people and all the nations
All for one and one for all
United we unfurl the blue marble flag



भावार्थ : भारतीय राजनयिक और कवि अभय कुमार लिखित "पृथ्वी- गान" में पृथ्वी के बारे में अपनी संवेदना व्यक्त करते हुए कहते हैं कि हमारा ब्रह्मांडीय नखलिस्तान, ब्रह्मांडीय नीला मोती, ब्रह्मांड का सबसे खूबसूरत ग्रह, सभी महाद्वीप और सभी महासागर, हम वनस्पतियों और जीवों के रूप में एकजुट हैं। एकजुट होकर हम एक पृथ्वी की प्रजाति के रूप में खड़े हैं। विविध संस्कृतियाँ, मान्यताएँ और तरीकों से हम मनुष्य हैं। पृथ्वी हमारा घर है। सभी लोग और सभी राष्ट्र एक के लिए सभी और सभी के लिए एक हैं। एकजुट होकर हमने नीला संगमरमर का झंडा फहराया है। यह पूरा एंथम भारत के प्राचीन गंधों में समावेशित संस्कृत के "वसुधैव कुटुम्बकम्" की भारतीय भावना से प्रेरित होकर लिखा गया है।

पर्यावरणीय क्षरण और जलवायु परिवर्तन वैश्विक घटनाएँ हैं जहाँ दुनिया के एक हिस्से में होने वाली गतिविधियाँ दुनिया भर के पारिस्थितिक तंत्र और आबादी को प्रभावित करती हैं।

वायुमंडलीय CO₂ पिछले 800,000 वर्षों में कभी भी, 300 पीपीएम से अधिक नहीं रही, आज यह 420 पीपीएम है। पिछले 4 वर्षों में हिमालय की बर्फ की चादरें 10 गुना तेजी से सिकुड़ी है। पिछले 7 शताब्दियों की तुलना में दशकों वैश्विक समुद्र स्तर में 2100 तक 2-6 फीट के बीच वृद्धि की भविष्यवाणी है। अनुमान बताते हैं कि यदि बदलते पर्यावरण के खिलाफ अपेक्षित कार्रवाई नहीं की गई, तो वैश्विक स्तर पर लगभग 3 अरब लोगों को दीर्घकालिक जल संकट का सामना करना पड़ सकता है। वैश्विक अर्थव्यवस्था 2050 तक सकल घरेलू उत्पाद का 18% तक खो सकती है।

पिछले दो दशकों में, पर्यावरणीय गिरावट और जलवायु परिवर्तन को संबोधित करने के लिए वैश्विक स्तर पर कई व्यापक उपाय लागू किए गए हैं, जिनमें नीतिगत सुधार, आर्थिक प्रोत्साहन और नियम शामिल हैं। उनकी विशाल क्षमता के बावजूद, व्यक्तियों, समुदायों और संस्थानों के स्तर पर आवश्यक कार्यों पर सीमित ध्यान दिया गया है।

अकेले व्यक्तिगत और सामुदायिक व्यवहार को बदलने से पर्यावरण और जलवायु संकट पर

महत्वपूर्ण प्रभाव पड़ सकता है। संयुक्त राष्ट्र पर्यावरण कार्यक्रम (यूएनईपी) के अनुसार, यदि आठ अरब की वैश्विक आबादी में से एक अरब लोग अपने दैनिक जीवन में पर्यावरण-अनुकूल व्यवहार अपनाते हैं, तो वैश्विक कार्बन उत्सर्जन में लगभग 20 प्रतिशत की गिरावट आ सकती है।

भारत सरकार ने ग्लासगो, यूनाइटेड किंगडम में आयोजित जलवायु परिवर्तन पर संयुक्त राष्ट्र फ्रेमवर्क कन्वेंशन (यूएनएफसीसी) के पक्षों के सम्मेलन (सीओपी26) के 26वें सत्र में विकासशील देशों की चिंताओं को स्पष्ट किया और उनके सामने रखा। इसके अलावा, भारत ने भारत की जलवायु कार्रवाई के निम्नलिखित पांच अमृत तत्व (पंचामृत) प्रस्तुत किए:

1. 2030 तक 500GW गैर-जीवाश्म ऊर्जा क्षमता तक पहुँचना।
2. 2030 तक अपनी ऊर्जा आवश्यकताओं का 50% नवीकरणीय ऊर्जा से।
3. अब से 2030 तक कुल अनुमानित कार्बन उत्सर्जन में एक अरब टन की कमी।
4. 2030 तक अर्थव्यवस्था की कार्बन तीव्रता (जीडीपी) में 2005 के स्तर से 45 प्रतिशत की कमी।
5. 2070 तक शुद्ध शून्य उत्सर्जन का लक्ष्य प्राप्त करना।



इसके अलावा नवंबर 2022 में, अरब गणराज्य मिस्र में आयोजित जलवायु परिवर्तन पर संयुक्त राष्ट्र फ्रेमवर्क कन्वेंशन (यूएनएफसीसीसी) के पक्षों के सम्मेलन (सीओपी27) के 27वें सत्र में भारत ने भारत की जलवायु कार्रवाई के प्रयास में "मिशन लाइफ" प्रस्तुत किया जिसके अनुसार हमें एक व्यक्ति के रूप में, "मिशन लाइफ" के माध्यम से शुद्ध-शून्य कार्बन उत्सर्जन के लक्ष्य को प्राप्त करने में योगदान देना चाहिए। हमें 3-R Reduce, Reuse, Recycle की अवधारणा को अपनाना चाहिए।

"मिशन लाइफ पर्यावरण के प्रति जागरूक जीवन शैली का एक जन आंदोलन बन सकता है। आज जिस चीज की जरूरत है वह है माइंडफुल और डिस्ट्रिक्ट कंजम्पशन की बजाय माइंडफुल और जानबूझकर उपयोग।"

दुनिया के सबसे बड़े लोकतंत्र और सबसे तेजी से बढ़ती अर्थव्यवस्था के रूप में, भारत की G20 अध्यक्षता पिछले 17 राष्ट्रपतियों की महत्वपूर्ण उपलब्धियों को आगे बढ़ाने में महत्वपूर्ण भूमिका निभाएगी। जी20 की अध्यक्षता लेने के साथ ही, भारत LiFE आंदोलन पर ध्यान केंद्रित करने के साथ अमृत काल पहल के माध्यम से सभी के लिए एक साझा वैश्विक भविष्य लाने के मिशन पर है, जिसका उद्देश्य पर्यावरण के प्रति जागरूक प्रथाओं और जीवन जीने के एक स्थायी तरीके को बढ़ावा देना है।

आप अपने दैनिक जीवन में इको-जेस्चर शामिल कर सकते हैं, वे आपके कार्बन पदचिह्न और आपके CO2 उत्सर्जन को भी कम कर सकते हैं:

- परिवहन के स्वच्छ साधनों (सार्वजनिक परिवहन, साइकिल और इलेक्ट्रिक स्कूटर, कारपूलिंग, आदि) का समर्थन करना;
- जितनी जल्दी हो सके रीसायकल करें (अपशिष्ट, कपड़ा और वस्तुएं);
- सेकेंड-हैंड सामान (कपड़े, स्मार्टफोन, कंप्यूटर, किताबें, आदि) का विकल्प चुनें; बिना पैकेजिंग या अधिक पैकेजिंग वाले उत्पाद खरीदें;
- ऊर्जा हानि के खिलाफ लड़ाई (फोन चार्जर को अनप्लग करें, स्विच के साथ प्लग का उपयोग करें, आदि);
- आवश्यकता के पक्ष में अति-उपभोग पर अंकुश लगाएं (क्या मुझे वास्तव में इसकी आवश्यकता है या क्या मैं इसे बस चाहता हूँ?)।

LiFE एक जन आंदोलन है। सरल कार्यों को प्रोत्साहित करे। हर व्यक्ति दुनिया को बचाने के लिए कदम उठा सकता है। जलवायु परिवर्तन से ग्रह और पर्यावरण की रक्षा करें।

उदाहरण: कपड़े का थैला ले जाए, नल फिक्स्चर का उपयोग करें, एसी 24°C पर रखें, सार्वजनिक परिवहन का उपयोग करें।





THE TRANSITION FROM PERSONNEL MANAGEMENT TO HUMAN RESOURCE MANAGEMENT IN CIL



SAMIR BARLA
APM, Wani Area

Coal India Limited (CIL), formed in 1973 after nationalization under the Coal Mines (Nationalisation) Act, 1973, has undergone a transformation. Apart from being the world's largest coal mining company, it is also responsible to meet more than 80 percent of India's domestic energy consumption. CIL rose to prominence when India's troubled coal industry conducted the country's largest initial public offering, in which the government raised about Rs 150 billion. India's fast-growing economy is facing severe energy shortage, and this is where CIL aims to emerge from the position of a national leader to a leading global player in the energy sector by adopting best practices from mine to market with proper care in environmental and social management. It is out of sight, plays an important role in meeting the demands of energy, steel and cements sectors. Despite its best efforts, CIL understands that it will not be able to meet the increasing demand and hence is venturing into foreign shores to acquire coal assets. On the domestic front, apart from dealing with policy challenges ranging from land acquisition to green clearance for mining and tariff subsidy programmes, the biggest challenge is the shortage of skilled and committed workforce. As an integral part of the labour-intensive coal industry, CIL is taking necessary steps to finalize wage review, focus on knowledge management and induction of trained and qualified workforce. In a heavily unionized structure like CIL, finalizing pay review is a difficult task. Unlike other industries, jobs in the mining industry require a lot of field work. Keeping in mind the shortage of experts in the field to train the young workforce, CIL has created a separate HR Department for knowledge management, in which knowledge is imparted to the young workforce by experienced people who are on the verge of retirement or retired. This is truly an innovative approach to knowledge management that seeks to engage company veterans to share their experiences with the new generation.

The response to the recruitment drive and renewed focus on career planning has been positive and going forward, the key challenge for CIL will be talent retention. In a competitive environment, Miner hopes its new focus on roles and career development will help it retain the best people. CIL is strongly committed to the application of IT in faster business decision making. It has also developed an internal centralized HRMS to integrate the functions of all HR departments. Like all the subsidiary companies of CIL, HRMS has also been implemented in WCL, so that all the tasks of human resource management can be executed promptly and smoothly.



CIL has taken a welcome decision of transforming Personnel Management into Human Resource Management. This was the most awaited transformation to keep pace with the global corporate energy producers.

Change is always for the betterment of the society and it is always helpful for creativity and innovation in the society. The Transition from Personnel Management to Human Resource Management in CIL is really a helpful and impactful decision for Indian Coal Industry.



The Soul Beneath the Soil: What We Forget About the People Who Power India



Hemanth Podila
Dy. Manager (IE), WCL HQ.

In boardrooms and spreadsheets, they are often just numbers: headcounts, sanctioned strength, absenteeism reports, or productivity metrics. But out in the coalfields, beneath the overburden and across the blackened landscapes, they are people—flesh and spirit, muscle and memory. The miners, technicians, clerks, security guards, nurses, and fitters who make up the spine of Coal India and its subsidiaries like Western Coalfields Limited are not merely employees. They are living legacies of a deeply interwoven social and cultural fabric.

After spending years within the company, I have come to realise that the soul of this company is not found in policy manuals or in the efficiency dashboards. It lives in the stories of our people—often undocumented, uncelebrated, and fading.

I once met a retired overman from Umrer Area who had served in three different collieries across two states. His hands were gnarled from decades of hard work, yet what he spoke of most fondly were not the tons of coal extracted, but the evenings spent singing bhajans with his crew after shifts, the Ramayana recitations during the winter slowdown, and the weddings of his colleagues' children where everyone dressed in their best despite the coal dust that never truly left their skin. His memory wasn't segmented by promotions or increments. It was mapped in human moments.

There are families where generations have served the same mine—grandfathers, fathers, sons. In one colony in the Ballarpur Area, three generations of a single family still walk to the same pithead every morning, passing the same neem tree that served as their grandfather's resting spot. They live within the same colony, worship at the same Hanuman temple, and narrate stories of strikes, festivals, and floods that their mines survived.

Yet somewhere in our pursuit of modernization, in our attempts to systematise and streamline, we are at risk of erasing this emotional infrastructure. We talk of digitisation, biometrics, and SAP upgrades. Yes, they are necessary. But what of the miner who has worked thirty years underground and is now struggling to check his pension status online because no one thought to teach him? What of the daily wagers who fear raising a complaint because they do not understand the new portal's language?

Our systems must evolve, yes, but with empathy. Our HR must be more than a compliance wing. It must become a storytelling space, a listening post, and a custodian of institutional memory.

Consider how we celebrate retirements. Often, the speeches are templated, the farewells rushed. But I recall one retirement at WCL HQ where the outgoing Officer was honoured not for his rank, but for the help he quietly extended to countless families struggling with pension/ Employment documentation. What if we institutionalised such storytelling? What if each farewell was not just a goodbye, but an opportunity to archive history, to pass down learnings, to document the changing face of our workforce?

The deeper I delve into data, the more I realise its limits. An MIS report cannot tell you how a mine manager held his team together during a fatality. A circular cannot capture how a nurse in Pathakhera Area comforted an injured miner in the absence of family. These moments, intangible yet defining, are the true currency of organisational character.

In the end, coal may power the nation, but it is people who power the company. And if we forget their stories, we lose more than our past—we endanger our future.

**THE SOUL BENEATH THE SOIL
DESERVES TO BE REMEMBERED**





LEVERAGING AI FOR PROGRESSIVE HR IN THE COAL MINING INDUSTRY



RAJESH YADAV
MANAGER (HR)
Gondegaon Area, Nagpur

Introduction

As industries across the globe undergo digital transformation, the coal mining sector—often seen as a traditional and labor-oriented industry—is also embracing new technologies. Artificial Intelligence (AI), with its immense potential for automation, decision-making, and predictive analysis, is now making inroads into Human Resources (HR) departments in mining companies. Progressive HR practices powered by AI are helping coal mining organisations to modernize their workforce, enhance safety, and attract next-generation talent.



1. Predictive Analytics and Workforce Planning

By analyzing historical data, AI can predict trends related to employee performance, assess workforce's capabilities, identify skill gaps, turnover, and engagement. This allows HR to plan current manpower budgeting, future workforce needs, optimize recruitment strategies, and create programs to retain talent in line with the business goals of the organisation.

2. Recruitment and Talent Acquisition

AI tools are revolutionizing recruitment by automating candidate screening, resume parsing, and even initial induction processes using chatbots. In coal mining, where finding skilled and safety-conscious workforce is critical, AI-driven systems can identify the best-fit candidates based on experience, qualification and past performance.

3. Employee Health and Safety Monitoring

In hazardous environments like coal mines, worker safety is paramount. AI-integrated HR systems can work with IoT (Internet of Things) devices and wearables to monitor miners' health in real-time, detect signs of fatigue or stress, and issue early warnings to supervisors. This data can also be used to design wellness programs and targeted health interventions through HR platforms.

4. Training and Skill Development

AI is enabling personalized learning experiences in the mining sector. By assessing an employee's skill set and job role, AI can recommend customized training programs. VR simulations, powered by AI, allow workers to practice operating heavy machinery like Dumpers, Dozers, SDLs, and CMs in a safe, virtual environment. It can also be used to train rescue teams on emergency protocols.

5. Workforce Analytics and Decision Support

AI empowers HR leaders with advanced analytics. For example, AI can detect patterns in absenteeism, identify the reasons behind and suggest proactive strategies to provide amicable solutions. These insights are especially valuable in remote mining operations where workforce stability is vital to operational continuity.



6. Enhancing Diversity and Inclusion

AI can help reduce unconscious bias in hiring and performance evaluation by focusing on data rather than subjective judgment. This supports more inclusive HR practices, enabling mining companies to broaden their talent pool and create a more equitable work environment.

Diversity Analytics:- AI can track diversity metrics across different dimensions—such as gender, race, age, and disability status—and provide real-time insights into the effectiveness of diversity initiatives. These insights enable organisations to make informed decisions and take proactive steps toward inclusivity.

Inclusive Workplace Design:- AI tools can analyze employee data to identify barriers to inclusion and suggest ways to make the workplace more accessible. For example, AI could recommend modifications to workspaces for employees with disabilities or propose changes in policies to support work-life balance for different groups.

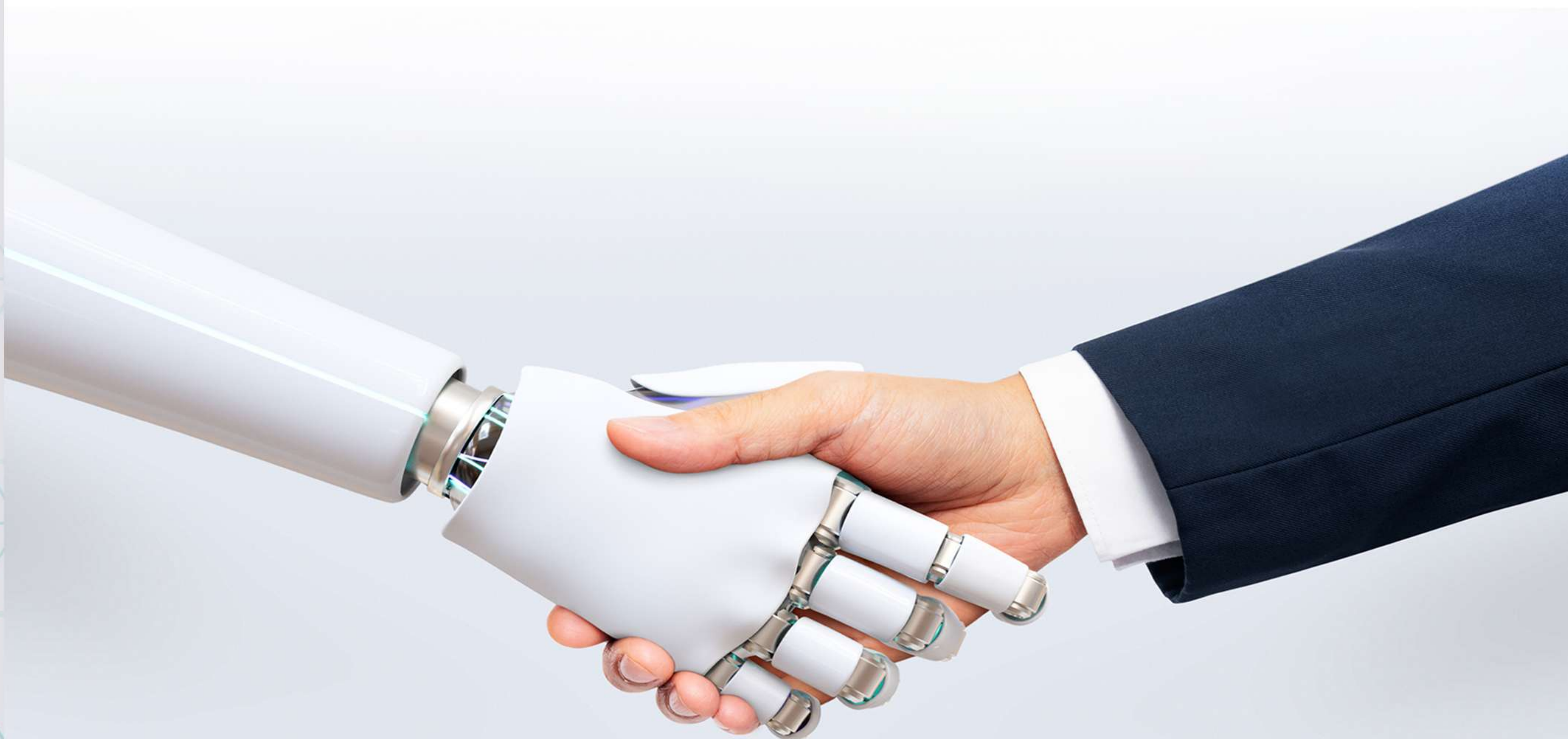
7. Automating Administrative Tasks

Routine HR functions such as payroll processing, benefits administration, audit and compliance tracking can be automated using AI-powered HR software. This allows HR professionals in mining firms to focus on strategic initiatives like talent engagement,

Conclusion

AI is no longer a futuristic concept for the coal mining industry—it is a present-day enabler of smarter, safer, and more strategic HR practices. By embracing AI, coal mining companies can not only improve operational efficiency but also humanize their workplaces, ensuring the well-being and development of their workforce. As the industry evolves, progressive HR, empowered by AI, will be a cornerstone of sustainable mining operations.

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GREEN HRM: THE WAY FORWARD



GAURAV PATEL
Manager (HR)
WCL HQ

What is Green HRM? Is it a new policy or a new way of working? Let us understand what green HRM is:-

Green HRM refers to any efforts by the Human Resource Department within the organization to raise awareness towards environmental management and ensure that the employees contribute towards making their organization sustainable. Green human resource management, often referred to as green HR, also encompasses active efforts by the human resources in making the workplace as environmentally friendly as possible, while also encouraging their staff to do the same. It is responsible for creating a sustainable workspace, by transforming the HR operations keeping sustainable goals in mind.

We know that CIL is now producing over 780 MT of coal, which is an extraordinary achievement for any company globally. However, producing such a massive quantity of coal comes with numerous challenges on various fronts. One of the most critical aspects of coal production is environmental responsibility. At CIL, we take environmental protection seriously and have implemented policies at the ground level to minimize pollution during the production process. Our robust infrastructure and well-defined policies ensure that coal is extracted with environmental care.

Over the past decade, Coal India Limited (CIL) has made significant strides in its efforts to restore ecological balance by planting millions of saplings across various regions where it operates. These efforts have been part of a broader commitment to environmental sustainability, aiming to offset the ecological impact of its mining activities. Through reforestation and afforestation programs, CIL has worked towards restoring natural habitats, improving air quality, and contributing to biodiversity conservation. These green initiatives not only help in reducing carbon emissions but also play a crucial role in soil conservation, preventing erosion, and stabilizing local ecosystems.

However, while these achievements are commendable, it is equally crucial for CIL to continuously improve and expand its environmental responsibility across all facets of the organization. Environmental stewardship should not be limited to mining operations or plantation efforts alone; it must also be integrated into the company's human resource management (HRM) policies. Green HRM involves incorporating sustainable practices into the management of human resources, encouraging eco-conscious behaviors among employees, and aligning the workforce with the company's overall sustainability goals.

To ensure that the environmental responsibility at CIL is holistic, it is essential to integrate eco-friendly practices into various HR processes—such as recruitment, training, performance management, and employee engagement. For instance, recruitment can focus on hiring individuals who are passionate about sustainability and who bring innovative ideas for improving environmental practices. Training programs can be expanded to educate employees on sustainability topics, such as energy conservation, waste management, and responsible resource use.

Additionally, performance appraisals can be linked to environmental goals, rewarding employees who contribute to green initiatives, whether through reducing energy consumption or engaging in environmental volunteering. By fostering a culture that emphasizes environmental awareness, CIL can create an engaged and motivated workforce that supports the company's green initiatives. Furthermore, by adopting these sustainable HR practices, CIL can set an industry standard, leading the way in integrating environmental responsibility into both its operational and human resource strategies.

In conclusion, while CIL's past efforts in reforestation and ecological restoration are commendable, the future lies in making sustainability a core value across the entire organization. By embracing Green HRM practices, CIL can enhance its environmental



Benefits of green HRM in CIL :

- It helps reduce the organization's overall carbon footprint and also lowers related costs.
- Green HRM fosters a sense of well-being and harmony among employees by promoting empathy toward all living beings through training and awareness sessions.
- It also enhances the company's employer brand, as the public can clearly see the variety of green initiatives being implemented.
- A stronger employer brand attracts higher-quality talent, which in turn boosts overall productivity.
- Green HRM contributes to higher employee morale by promoting a culture of mutual respect and awareness, thanks to its focus on sustainability and empathy. This boost in morale is reflected in increased employee productivity.
- Additionally, employees become more engaged, as they recognize and appreciate the

Green HRM initiatives help employees develop a sense of psychological ownership toward their organization, as they recognize the company's commitment to environmental sustainability. We now have a valuable opportunity to introduce Green HRM practices within our organization and take a leadership role in promoting them across the industry. By doing so, we can set an example and provide a roadmap for other companies in India to follow.

By integrating Green HRM into CIL's operations, the company could not only improve its environmental footprint but also set an example for other organizations in the mining and heavy industry sectors. This commitment to sustainability would contribute to CIL's long-term goals of responsible coal production while enhancing its reputation as a forward-thinking and eco-conscious company. Now it's our time to seize this opportunity, so let's come together and make our Coal India Limited proud.



GURUJI

Guruji on THE ART OF PUBLIC SPEAKING



Milind Chahande
Manager (PR), WCL HQ

Like all of us, I too get to address audiences. Now that is more of a task, we all accomplish. Some pre-thought and almost no post-thought sums it up. But a few episodes of public speaking in the recent past, announced and circumstantial, made me ponder over the task. A little contemplation stormed my grey matter with a few questions I really didn't have answers to. The more I thought about it, the more puzzled was. I intensely looked for some structure, formula or a design that can make Public Speaking purposeful and worthwhile. Should I start anew every time I am asked to speak or there is an easier method I am unaware of? Should the preparation take too much time and be onerous or am I missing something vital? Such questions perturbed me until I decided to go to the one who knows it all – Guruji.

Yes, Guruji, that is what most people in the office call him. Some say he looks like one. Others say he speaks like one. While some others call him Guruji because all others call him by that name. Though adorning a respectful name, he is ferocious in his manners. Not many venture to talk to him for he controls, commands, and dominates the discussion, often making others feel abject mediocrity, ignorance, lack of knowledge and inexperience. They usually quit the discussion in a deep tranche of awe, recognising how far and wide Guruji knows and how little they do.

For me Guruji is quintessential of what a teacher is like. I know that queries commit suicide the moment they confront him. He is well read, experienced, speaks logic and prevails over most doubts naturally. Though difficult at times, I knew that he is the one I should reach out to. I mustered all the courage and almost ran to Guruji's cabin, fearing I might change my mind on the way and decide not to face him. In a minute, I was outside the lion's den.

A thoughtless flash overpowered my mind and, in an instant, I stood right across the table that the lion preferred to dissect proposals and suggest innovative yet

practical theories, boggling minds of everyone who had recommended it.

Guruji appeared like he was in deep penance, utterly lost in the e-file wide open on his desktop. His table towered reports, files and books that barely revealed the oiled bald head with long grey hairs flowing backwards, kind of giving an impression that it is a man behind. My presence across the table disturbed him. Irritated, he only raised his eyes over the thick rimmed glasses and roared, 'What do you want?'

The coarseness of his voice was frightening. 'No one but you can resolve the queries I am grappled with,' I stammered.

'And what is that about?' the lion thundered. May be the word 'queries' had some effect on him.

'Guruji, I take to public speaking quite often. I take it seriously and want to be good in the art. However, the whole process right from preparation to delivery seems too burdensome and exhausting. Need your guidance and I, despite knowing that you are busy, will not leave until you lend your advice,' I said in a breath as if this was the last chance to speak out.

Guruji seemed unmoved. He simply looked back at the e-file, typed a few sentences, and then shot back a piercing stare over his thick rimmed glasses. I was intently looking at him.

'Public speaking is the act of delivering speech to a live audience in a structured manner, in order to inform, entertain and persuade them,' he started. 'Public speaking can serve the purpose of transmitting information, telling a story, motivating people to act or some combination of those.' Guruji's voice was powerful and captivating. I could make out that the teacher in him had emerged. I stood attentive to grasp every word of knowledge that was to be spoken.

He pulled out his specs and continued, 'Aristotle in his treatise "Rhetoric," written in the 4th century BCE, defined public speaking as "The faculty of observing in any given case the available means of persuasion." It is an art that can be taught and mastered provided you follow a few fundamental principles.'



'That is what I have come to....' Guruji's sharp stare cut me short. I knew that I had unnecessarily interrupted. I quietly waited for what was to come next.

Guruji Continued, 'The first and most important component of this art is – To Prepare. In Public Speaking, nervousness is normal. Even the most seasoned orators feel nervous before and sometimes during the speech. The solution to this is to prepare thoroughly. You are confident speaking about things you know well.' Guruji paused for a moment to look at his own chamber that was almost like a mini library. 'The preparation, however, should begin much before you are asked to deliver an address. One should read a lot, on varied subjects and often meditate over it. The clarity of thought instils genuineness into the speech.'

I had never looked at Public Speaking in this light. No one ever told me that practice begins much before and that reading and thinking are paramount to be a good speaker. I could absorb the profound wisdom emerging from the most intellectual person I knew.

'Your speech is always for the audience. Time is the scarcest resource. If they give theirs, it is important for the speaker to make it worthwhile for them. Finding a common ground with the audience is vital. Depending on the audience, you may vary your choice of words, level of information and involved topics. It is preferable to know audience in advance. But if that is not possible, you should be prepared to change the topic, delivery style, body language, humour and intonation, suiting the new aura.

'Speech should be organised. It should be centred on the decided theme. Other things may come along to substantiate this central theme. It is better to write down or at least make notes of the topics and sub-topics that need to be addressed.

'You should grab attention of the audience in first 30 seconds of the speech. No one wants to hear a rhetoric that is not well started. Moreover, the beginning sets the tone and tenor of what is going to follow.'

Guruji's prolonged experience and sagacity emerged in steps, one after the other. I could see the structure emerging out of the profound principles revealed. I knew that the teacher was in a state of flow and any question may interrupt, but I did. 'Should language of the speech be a concern?'

To my surprise, the teacher took my doubt in its stride. 'Of course it does,' he said. 'When I said, know your audience, it meant that you should

know their language too. Speech that is not understood just because it is in abstract language, fails to steer any emotion.'

Guruji answering my doubt gave me courage to shoot another one. 'I see my colleagues commit to memory, uncommon and unused literary words, jokes, one liners and quotes. Does it's usage help?'

'Humour, stories, quotes, and effective language definitely adds flavour. While using it, you should be careful that such garnishing enhances effectiveness of the central theme. An out of context toppings may spoil the entire cake and render audience to lose interest. Your voice and gestures have to compliment such usage, otherwise of which it fails to click.

'Ultimately it is the personality of the speaker that emerges during the speech. Anything said during the speech should naturally emerge out of you. Audience recognize when speaker tries to fake, imitate or is not a real self. They will trust what you have to say if they can see you as a genuine person.

'Like a good beginning, a good ending is important. It is usually the last thought, the last few lines that the audience tend to walk out with. It should be something that may resonate with them for a long time.'

I stood still absorbing every bit of sense that was so judiciously spoken. Guruji's every statement was a principle worth adhering to. He infused clarity into hazy confusing thoughts that kind of imparted structure to the way I perceived public speaking. I looked at Guruji with hope and gratitude, and with rapt attention to what he had to say.

He looked at me. I could see a spark of kindness in his eyes. He said with the tone in conclusion, 'Speech has two aspects – "What" and "How." The first means what is said and the second means how it is said. If these two aspects of speech are mastered, you have an ultimate authority over the art of public speaking. This, however, takes time, energy and your conscious effort. So read on varied topics, meditate over them, create a sequence of structured thoughts and practice, practice, practice!'

Guruji picked up his specs, perched it on his nose and dwelled into his e-file. I left overwhelmed with the uncommon intellect that was revealed to me. Deep inside, I knew that it was going to change the way I take to the art of public speaking!



Industrial Relations Department of WCL: Driving Harmony, Empowering Employees & Enabling Growth



“The more we come out and do good to others, the more our hearts will be purified.”
— Swami Vivekananda

Western Coalfields Limited (WCL), a proud subsidiary of Coal India Limited (CIL), fuels the nation's energy growth while staying deeply committed to its workforce and community. Guided by this spirit of selfless service, the Industrial Relations (IR) Department plays a vital role in building compassionate systems that support employees and their families. It transforms policy into care, procedures into security, and relationships into strength – anchoring WCL's human-centric approach to industrial progress.

Key initiatives & highlights of the Industrial Relations (IR) Department aimed at enhancing employee well-being and promoting progressive HR practices.

Land Employment: Enabling Progress, Uplifting Lives of PAPs

The **Land Employment Wing** of the IR Department is instrumental in processing employment sanctions for **Project Affected Persons (PAPs)**—a key factor in smooth land acquisition for mining operations. More importantly, it provides life-changing job opportunities to displaced families.

- Over the last three years, the section has processed and issued **2,215 appointment orders**, restoring economic stability to the oustee families.

- Demonstrating consistency and efficiency, the department now facilitates the onboarding of around **75 PAPs every month**, a remarkable organizational achievement.

These efforts not only reinforce WCL's commitment to inclusive growth but also ensure a harmonious relationship with local communities and stakeholders.

Compassionate Employment: A Helping Hand When It Matters Most

During life's most difficult moments, the Dependent Employment Section ensures timely and respectful support to families of deceased employees under the Social Security provisions of the National Coal Wage Agreement (NCWA).

- Over the last three years 1266 appointment orders have been issued.
- These efforts have secured livelihoods and dignity for bereaved family of deceased employees while reinforcing employees' trust in WCL as a caring and responsive employer.

This proactive and humane approach strengthens WCL's culture of empathy and upholds its responsibility to the socio-economic welfare of its people.

Social Security & Retirement Support: From Employment to Retirement

The Industrial Relations (IR) Department of WCL plays a vital role in administering social security and post-retirement benefits that ensure financial security and peace of mind for employees and their families.

- Corporate Salary Package (CSP):** WCL has achieved over 97% implementation among its employees and is actively progressing toward full coverage for contractual workers.

- The package includes Term insurance of ₹1 crore for regular employees and ₹40 lakh for contractual workers.

- CSP benefits have been disbursed to the family of one employee of Wani North Area and are under process for the families of three other employees of Pathakhara Area.



• Retirement Benefits & Pension Services:

The CMPF/Pension Wing of the IR Department has significantly strengthened pension delivery through modernization and digital integration.

- A streamlined system is in place for the smooth processing of CMPF, pension, and gratuity, enabling a seamless transition for retiring employees. Employee data has been sanitized and submitted for integration into the C-Cares Portal, and the PPO issuance process has been modernized to eliminate delays and duplication. Additionally, a focused drive using digital Jeevan Pramaan services has facilitated timely and hassle-free life certificate submission.

These benefits are handled with efficiency and care, reinforcing the organization's commitment to its people.

Career Progression and Digital Reforms: Enabling Employee Growth with Integrity

The Staff Establishment (SE) wing of the IR Department, which manages non-executive service matters, has achieved several key milestones in 2024-25:

- Timely **Departmental Promotion Committees (DPCs)** facilitated seamless career advancement across multiple cadres for 2510 employees.
- For the first time, promotions and selections were carried out entirely through **digital Annual Confidential Reports**, ensuring accuracy & paperless efficiency.
- Complete migration of SE activities to the **ERP platform** enhanced process efficiency and real-time tracking of service matters.

These actions demonstrate WCL's forward-looking approach to continuous upgradation & digital transformation.

Strengthening Workforce through Recruitment & Internal Selection

The Recruitment and Manpower Wing of the IR Department plays a crucial role in managing the company's recruitment and internal selection processes, particularly for posts such as Mining Sirdar, Overman, Staff Nurse, and Surveyor etc., essential for meeting operational and statutory requirements. In addition to recruitment, the wing oversees **manpower planning, internal selections, and statutory reporting**, ensuring that WCL remains future-ready and compliance-driven.

During 2024-25, WCL made significant strides in internal talent recognition and inclusive employment:

- During the year, total **455 employees were selected** for various posts through departmental selection at the company level, marking a significant milestone with the selection of 157 Mining Sirdars.
- A Special Selection Drive was conducted for the first time in WCL by filling **30 ST backlog vacancies for Clerk (T) Grade III**.
- To ensure transparency and consistency, a **Standard Operating Procedure (SOP)** for internal selection was issued in 2025, to streamline & strengthening the selection practices across the company.

This framework ensures that career progression at WCL aligned with the organization's core values of fairness and opportunity.

Strong Employee Relations: Dialogue, Trust, and Stability

- **Trade Union Engagement:** The IR Department facilitates regular and constructive meetings with recognized trade unions, associations & other stakeholders fostering mutual respect and resolving issues through consensus.

- **Grievance Redressal and Emotional Support:** With an open-door policy the department addresses employee concerns promptly and empathetically.

These efforts contribute to an environment of trust, psychological safety, and industrial peace essential to sustaining productivity and morale of employees.

Conclusion: A People-Centric Vision in Action

The IR Department at WCL continues to be a cornerstone of employee empowerment, institutional trust, and operational harmony along-with good employee relations. By combining compassion with structured norms, dialogue with action and welfare with employee centric approach, it fosters a workplace that is inclusive, resilient, and future-ready.

As WCL drives the nation's energy ambitions, its IR Department plays a pivotal role in keeping the journey deeply human — one that values every employee, honors every promise, and strengthens the foundation of progress by aligning individual goals with organizational goals.





वेकोलि की





कुछ झलकियाँ





प्रथम सुरक्षा सेमिनार "TRUSTवर्दी" -सुरक्षा में विश्वास की नई पहल



ले. क. विक्रान्त मल्हान
मुख्य सुरक्षा अधिकारी
वेकोलि मुख्यालय

कोल इंडिया लिमिटेड के इतिहास में पहली बार, सुरक्षा विभाग, WCL द्वारा 25 एवं 26 मार्च 2025 को "Trustवर्दी" नामक सुरक्षा सेमिनार का आयोजन किया गया। यह सेमिनार सुरक्षा के क्षेत्र में जागरूकता बढ़ाने, नवीन तकनीकों को साझा करने एवं आपसी विश्वास को मजबूत करने के उद्देश्य से आयोजित किया गया। कार्यक्रम के उद्घाटन समारोह में मुख्य अतिथि के रूप में श्रीमति संतोष, डिप्टी डायरेक्टर जनरल, कोयला मंत्रालय, श्री ब्रजेश कुमार त्रिपाठी, मुख्य सतर्कता अधिकारी, कोल इंडिया लिमिटेड, श्री ए.के.पटेरिया, वरिष्ठ सलाहकार (सुरक्षा) कोल इंडिया लिमिटेड, श्री जे.पी. द्विवेदी, अध्यक्ष सह प्रबंध निदेशक, WCL एवं WCL का निदेशक मंडल जुड़ा। साथ ही कोल इंडिया के अध्यक्ष श्री पी.एम. प्रसाद एवं निदेशक (मानव संसाधन), श्री विनय रंजन ऑनलाइन माध्यम से इस सेमिनार में जुड़े और अपना मन्तव्य दिया।

"Trustवर्दी" नाम इस विचार को केंद्र में रखता है कि सुरक्षा केवल नियमों का पालन नहीं, बल्कि विश्वास और सहयोग पर आधारित एक संस्कृति है। यह सेमिनार कर्मियों के बीच सुरक्षा के प्रति आंतरिक जिम्मेदारी एवं भागीदारी को प्रेरित करने का एक महत्वपूर्ण प्रयास रहा। "Trustवर्दी" अथवा "Trustworthy" एक विश्वास और प्रेरणा है कि खाकी वर्दी धारियों को अपने ऊपर, अपने कार्य क्षेत्र पर और समाज को इन पर भरोसा करना होगा।

सेमिनार में निम्नलिखित प्रमुख विषयों पर चर्चा की गई:

- **सुरक्षा मानकों की समीक्षा एवं सुदृढ़ीकरण:** वर्तमान सुरक्षा उपायों की प्रभावशीलता की समीक्षा की गई और उन्हें और अधिक व्यावहारिक बनाने के सुझाव साझा किए गए।
- **नई तकनीकों का प्रदर्शन:** खदानों में प्रयुक्त नवीनतम सुरक्षा उपकरणों और डिजिटल निगरानी प्रणालियों का प्रदर्शन किया गया।
- **श्रेष्ठ कार्यप्रणालियों का आदान-प्रदान:** विभिन्न अनुषंगी कंपनियों ने अपने-अपने उपक्रम में अपनाई गई सफल सुरक्षा पहल को साझा किया।
- **सुरक्षा में नेतृत्व की भूमिका:** प्रबंधन और श्रमिक प्रतिनिधियों ने मिलकर यह विचार प्रस्तुत किया कि नेतृत्व की पारदर्शिता और संवाद से सुरक्षा संस्कृति को कैसे बेहतर बनाया जा सकता है।

सेमिनार में कोल इंडिया लिमिटेड के वरिष्ठ अधिकारियों, विभिन्न अनुषंगी कंपनियों के प्रतिनिधियों, सुरक्षा अधिकारियों तथा श्रमिक संघों की सक्रिय सहभागिता रही। अंत में, "Trustवर्दी" अभियान को एक दीर्घकालिक पहल के रूप में अपनाने की सिफारिश की गई, जिससे हर कर्मि सुरक्षा का प्रहरी बने, न कि केवल एक पालनकर्ता।





सेमिनार में WCL सुरक्षा विभाग द्वारा क्रियान्वित निम्नलिखित नए कार्यों का अनावरण किया गया:-

(i) साइबर सिक्योरिटी मेल :

साइबर अपराधों की जाँच: ऑनलाइन धोखाधड़ी, हैकिंग, फिशिंग, साइबर बुलिंग, पहचान की चोरी जैसे मामलों की तहकीकात करना।

तकनीकी सहायता प्रदान करना: पीड़ित कर्मियों को उचित तकनीकी सलाह देना और डिजिटल सबूतों को एकत्र करना।

साइबर जागरूकता फैलाना: कर्मियों को सुरक्षित इंटरनेट प्रयोग के लिए जागरूक करना, सेमिनार और कार्यशालाओं का आयोजन करना।

अन्य एजेंसियों के साथ समन्वय: पुलिस, आईटी विशेषज्ञों और न्यायिक संस्थाओं के साथ मिलकर साइबर अपराधों से निपटना।

(ii) WCL कॉलोनी के लिए गेट मैनेजमेंट सिस्टम:

WCL कॉलोनियों में सुरक्षा और निगरानी को बेहतर बनाने के उद्देश्य से गेट मैनेजमेंट सिस्टम की परिकल्पना की गई है। यह एक डिजिटल प्रणाली है जो कॉलोनी के प्रवेश और निकास बिंदुओं पर व्यक्ति, वाहन और आगंतुकों की निगरानी, सत्यापन एवं रिकॉर्ड बनाए रखने का कार्य करती है। गेट मैनेजमेंट सिस्टम में एक मोबाइल ऐप के माध्यम से कॉलोनी निवासी एवं उनके परिवारों को आगंतुकों के आवागमन हेतु अनुमोदन प्राप्ति के पश्चात ही कॉलोनी में प्रवेश दिया जाता है।

उद्देश्य:

- कॉलोनी में अनाधिकृत प्रवेश को रोकना
- कर्मचारियों और आगंतुकों का डेटा रिकॉर्ड बनाये रखना
- सुरक्षा को डिजिटल रूप से सशक्त बनाना
- कॉलोनी पेट्रोलिंग को QR Code से संचालित करना

(iii) टोल फ्री नंबर (कोल शक्ति दल एवं खनन प्रहरी हेतु):

WCL में अवैध खनन की रोकथाम तथा कोयला उत्पादन से संबंधित शिकायतों एवं सुझावों के त्वरित समाधान हेतु कोल शक्ति दल एवं खनन प्रहरी की स्थापना की गई है। इस उद्देश्य को साकार करने हेतु एक टोल फ्री हेल्पलाइन नंबर 1800 2335 506 शुरू किया गया है, जिससे आम नागरिक, श्रमिक, ठेकेदार तथा अन्य हितधारक संपर्क कर सकते हैं। यह टोल फ्री नंबर 24x7 कार्य करता है और नागरिकों को किसी भी प्रकार की अवैध खनन गतिविधियों की सूचना, कोयला चोरी अथवा कोयला उत्पादन से जुड़ी समस्याओं को सीधे संबंधित अधिकारियों तक पहुँचाने का माध्यम प्रदान करता है।

WCL द्वारा निम्नलिखित पहलों का शिलान्यास किया गया है :-

- **Weapon Firing Simulator** (फायरिंग कौशल को बढ़ाने हेतु क्रियान्वित)
- **Obstacle Course** (शारीरिक शक्ति को बरकरार रखने हेतु क्रियान्वित)

SOP cum Drill Manual (वेकोलि सुरक्षा विभाग द्वारा एसओपी जो पिछले दो वर्षों में बनाई गई, उनका एक Compendium भी रिलीज किया गया)

यह सेमिनार न केवल तकनीकी दृष्टि से बल्कि भावनात्मक और व्यावहारिक रूप से भी सुरक्षा को गहराई से समझने और अपनाने की दिशा में एक मील का पत्थर साबित हुआ।



AUTO VENT DEVICE



K V SHENDE
Foreman (Mech.)
Wani Area



INNOVATIVE CONCEPT

REASONS BEHIND THE INNOVATIVE CONCEPT:

01. There is a scientific reason behind wearing seat belt:

According to the principle of inertia, any object in motion will be in the same state of motion till some external force is applied. While driving dumper, our body moves along with it. However, when we apply brakes, our body leans forward with a jerk. In such case, head may hit the steering or the dashboard. To avoid such mishap, seat belt comes in handy.

02. There is danger of pollution inside the dumper cabin:

Recently, a research revealed that if someone does not move the dumper even for 2 hours a day, the pollution level in the cabin increases. A study shows that poisonous gases like nitrogen, carbon dioxide, carbon monoxide, benzene are present in the operator cabin of the dumper. These gases are harmful to human body.

03. Benzene gas inside the dumper cabin:

We generally switch on the AC, as soon as we sit inside the dumper cabin. It is at this time that benzene gas is created. Benzene gas is a natural but poisonous. There is a possibility of getting diseases like cancer due to this gas. When dumper with completely packed cabin stands in the sun, benzene gas is created due to high temperature. The dashboard, seat, AC duct and other parts of the dumper are made of plastic. Due to hot air, these plastics create benzene. Once the dumper is parked and the cabin is completely packed, 400 to 800 milligrams of benzene gas is formed. This gas is 8 times more than the permissible level. If the outside temperature is more than 30° centigrade, the level of benzene gas is 2000 to 4000 milligrams. This is 40 times more than the permissible level. When a person sits inside a completely packed cabin, he takes in maximum benzene gas in his breathing process. This gas enters the person's urinary tract, liver and bones. And it becomes difficult to remove it from the body later. Due to benzene gas, blood loss and reduction in white blood cells can occur. After sitting inside the cabin of the dumper, if you switch on the AC immediately, it does not blow cold air, instead it blows hot air, and this hot air contains benzene gas.



To solve this problem, a simple AUTO VENT DEVICE is invented. This device was patented by the Patent Office of the Government of India. This device works automatically in the dumper. Its entire system is based on the seat belt. It is necessary to wear seat belt while driving a dumper for safety. This device works automatically as soon as the seat belt is opened, and shuts down while the dumper is driven. If the seat belt is not worn, AC does not start. Due to this device, it becomes mandatory for the dumper operator to wear seat belt. It is important from the safety point of view also.

A. Exhaust device: – This device is installed at a safe place in the cabin of the dumper. As soon as the seat belt is opened, the leakage in the cable opens and throws out the contaminated air through an exhaust fan.

B. Inlet device: Inlet device is installed at the rear part of the operator's seat. This device is operated by the seat belt. As soon as the seat belt is opened, fresh air from outside is drawn in by the fan.

C. When the operator completely wears the seatbelt, this system automatically stops and the AC starts working.

Advantages of this device:

1. Carbon dioxide, carbon monoxide, benzene and nitrogen gas will be drawn out of the dumper cabin, infusing fresh air.
2. During sunlight, there is extremely hot air and high pressure inside the cabin, as there is no way to take this air out. With the help of this device, the cabin will be free of such toxic gases.
3. While driving the dumper in the rain, fog is formed on the front glass. This fog is formed due to the difference in atmosphere outside and inside the cabin. By installing this device, this problem will not arise.

Disadvantages of this device: If you do not wear the seatbelt, the AC will not start.





"The Unsung Heroes"



In the belly of the mountain, where shadows creep,
Men descend to the darkness, where the silence is deep.
With helmets aglow and lanterns held tight,
They brave the abyss, embracing the night.

Each day is a battle, each breath a fight,
As they carve through the coal, hidden from light.
The echoes of hammers, the rumble of stone,
In the heart of the earth, they toil all alone.

Dust clouds their vision, the air thick with dread,
With every swing of the pick, they dance with the dead.
The whispers of danger, a haunting refrain,
As the walls of the mine seem to shift with their pain.

For families waiting, with hope in their eyes,
They carry the weight of unspoken goodbyes.
Each hour that passes, a prayer softly said,
For the men in the darkness, for the lives that they've led.

But the price of the coal is a heavy toll,
As the earth claims its due, it exacts from the soul.
With accidents lurking, and fate's cruel embrace,
They relentlessly work in this parallel-less place,

Yet still they rise, with a spirit so fierce,
Through the grit and the grime, their resolve they pierce.
For the warmth of their homes and the love that they share,
They face the abyss with a heart full of care.

So here's to the miners, the brave and the bold,
Whose stories of struggle are precious as gold.
May we honor their labor, their sacrifices made,
For the coal that they gather, the foundations they laid.

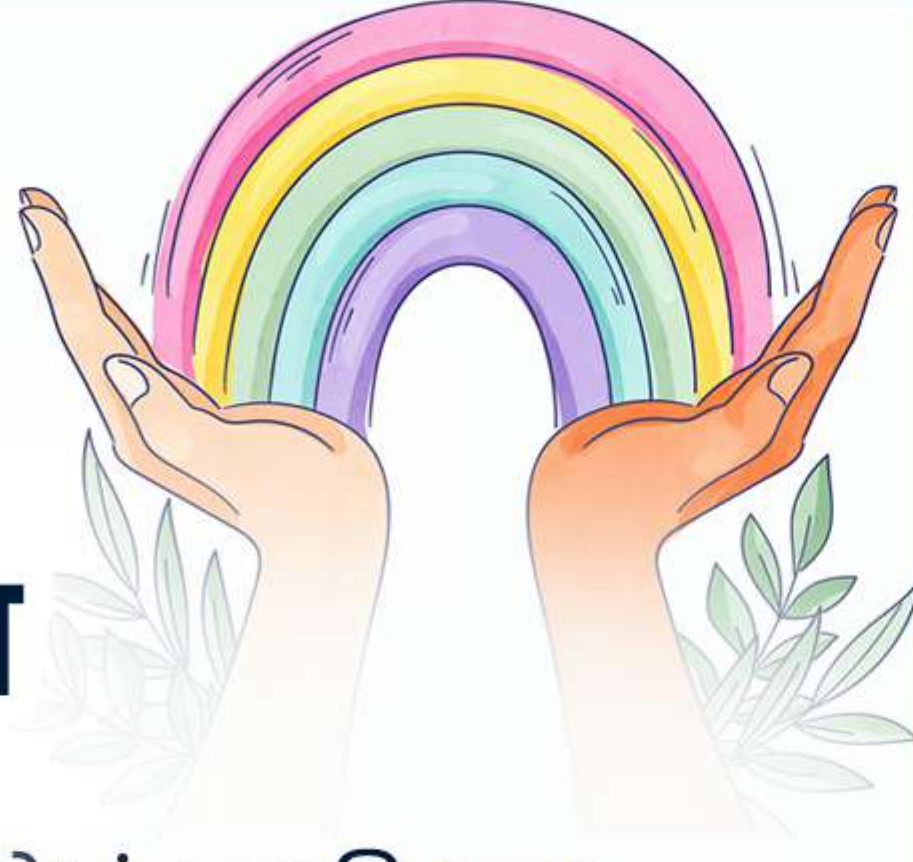


Paridhi Varma
Assistant manager (HR)
WCL HQ



कविताएँ एवं कहानियाँ

मानवता



काहे करता जावे चंद्रमा की आस,
जब दीपक का उजियारा हो पास।

मन का अँधियारा मिटाए ना मिटे,
तन उजला होवे, जब पड़े सूर्यप्रकाश।

माटी निभाती है ममतामयी दुलार,
क़र्ज़ चुका दो, जब शत्रु करे ललकार।

देशप्रेम से बढ़कर होता नही उपकार
मातृभूमि के लिए प्राण भी त्याग दो
इससे बढ़कर नहीं है कोई उपहार।

नित बहाते चले चलो प्रेम की गंगा।
मुश्किल घड़ी में काम आये मानवता,
होता नही इससे बड़ा कोई संस्कार।



फ़िरोज़ खान, लिपिक
हिंदुस्तान लालपेठ
ओसी माईन
चंद्रपुर क्षेत्र

हम हिन्दी के अभिमानी है

जो परिचय का मोहताज नहीं है
सबकी भाषा जो जन जनी है
और नाम मिला है जिसको "हिन्दी"
हम उस भाषा के अभिमानी है।

उनतालीस से जिसने राज किया है
सब भाषाओं का वो जानी है
और लिपि में जिसके "देव" बसा हो
हम उस भाषा के अभिमानी है।

संविधान में मिली जगह जब
वह आदेश बड़ा फ़रमानी है
सब दफ़्तर ने अपनाया जिसको
हम उस भाषा के अभिमानी है।

अंग्रेजी की भाषा छोड़ो
हिन्दी में सब छत छानी है
और शुरु हआ जो "अ" से अनपढ़
पर अंत में "ज" से जानी है
हम उस भाषा के अभिमानी है।
हम उस भाषा के अभिमानी है।



संतोष इंदल मतार
Legal Inspector,
विधी विभाग
वेकोलि मुख्यालय



दुख होता है...

दुख होता है ये समझाने से
स्वदेशी छोड़ विदेशी अपनाने से
वतन में रहकर गैर वतनी जतलाने से
स्वार्थ सिद्धि को अपना कर्तव्य बताने से
देश की संस्कृति भूल जाने से ॥
दुख होता है ये समझाने से
जिस मिट्टी में पैदा हुये उससे कतराने से
बड़ो की दी गई शिक्षा भूल जाने से
सभ्यता संस्कृति को छोड़ इतराने से
पाश्चात्य संस्कृति का गुण गान गाने से
दुख होता है ये समझाने से ॥
नेताओं के लुभावने भाषण से
फिजूल के अनर्थक आश्वासन से
गैर सामाजिक भ्रष्ट प्रशासन से
संसद में ज़ोर ज़ोर चिल्लाने से
दुख होता है ये समझाने से ॥
देश विरोधी ताकतों को उकसाने से
झूठ भ्रम का आडंबर फैलाने से
मानवता को दरकिनारा कर जाने से
धर्म जाती के वलए लड़ मर जाने से
दुख होता है ये समझाने से ॥
भगवा रंग हिन्दू, हरा मुसलमान,
नीला रंग बौद्ध कहे जाने से
तिरंगा है शान देश की
इसका तिरस्कार किए जाने से
दुख होता है ये समझाने से ॥
किसानों की समस्या से
जवानों की हत्या से
युवाओं की बेरोजगारी से
अराजकता फैलाए जाने से
दुख होता है ये समझाने से ॥
सामाजिक कुरीतियों के दुष्प्रभाव से
अनियमितता और अनभिज्ञता के भाव से
लोगों के आपसी उदासीन व्यवहार से
सामाजिक प्रवृत्ति को दूषित किए जाने से
दुख होता है ये समझाने से ॥

छल कपट को ढाल बनाने से
आदर्शवाद का ढोंग रचने से
स्वार्थ सिद्धि को श्रेष्ठ बताने से
जागते को नींद से जगाने से
दुख होता है ये समझाने से ॥
शिक्षा के अभाव से
बेरोजगारी के प्रभाव से
महंगाई के बढ़ जाने से
पछिड़े देश का नागरिक कहे जाने से
दुख होता है ये समझाने से ॥
पुरुषार्थ के मिथ्याभिमान से
औरतों के अपमान से
स्त्रियों को सताने से
महिमा मंडित किए जाने से
दुख होता है ये समझाने से ॥
नाबालिगों पर अत्याचार से
लड़कियों से छेड़ छाड़ से
दहेज की प्रताड़ना से
समाज की उलाहना किए जाने से
दुख होता है ये समझाने से ॥
अनपढ़ों, गुंडों का सत्ता चलाने से
विकास की राह में रोड़ा अटकाने से
स्वार्थ पूर्ति को लक्ष्य बनाने से
अपने कर्तव्य से हट जाने से
दुख होता है ये समझाने से ॥
TWITTER पर गंदे ट्वीट से
WHATSAPP पर उकसाने से
FACEBOOK पर भड़काने से
SOCIAL MEDIA का दुरुपयोग किए जाने से
दुख होता है ये समझाने से
देश से बड़ा कुछ नहीं
राष्ट्र हित है, सर्वोपरि, फिर भी
लोगों का जाति धर्म में बंट जाने से
राष्ट्र धर्म भूल जाने से
दुख होता है ये समझाने से ॥



राजेश नेतराम चौरगड़े
क्लर्क, सतर्कता विभाग,
वेकोलि मुख्यालय, नागपुर



जीवन का सार

जब कभी देखता हूँ पलट कर, ज़िंदगी के उन पन्नों को,
तो अक्सर आँखें नम हो जाती हैं।
"तुम क्या ही कर लोगे जीवन में?" —
ये लोगों की बेबुनियाद कल्पनाएँ,
मेरे सामने आ जाती हैं।

हम न निकम्मे थे, और न ही आवारा,
पर न जाने किस बात से, लोगों की नज़रों में खटकते थे।
जब-जब लोगों ने हमें नीचा दिखाना चाहा,
हम उतनी ही तेज़ी से अपने जीवन में उभरते थे।

बचपन बीत गया लोगों के ताने सुनकर,
पर जवानी लायी ढेर सारी खुशियाँ बुनकर।
खुशियाँ दुगुनी हो गईं, जब सामने से आवाज़ आई —
"मुबारक हो! आपकी नौकरी लग गई!" — ये खबर सुनकर।

अब आ गए हैं जीवन के उस पड़ाव पर,
जहाँ ग़ैर तो छोड़िए, अपने भी हाल पूछने लगे हैं।
कभी थे हम निकम्मे हर किसी के लिए,
और आज हर महफ़िल की जान बने बैठे हैं।
दोस्तों और यारों में तो थे ही हम दिलफ़ेंक,
पर आज हमारे रिश्तेदार भी हमसे दिल लगा बैठे हैं।

एक हसीन पड़ाव जीवन में और आया,
मैं अकेला था, अब साथ में जीवनसाथी आया।
ज़िंदगी एक से दो, दो से चार हो गई,
जीवन में खुशियाँ बेशुमार हो गईं।
बस यही दुआ है अब रब से,
बुरी नज़र से बचाए मेरे परिवार को सबसे।

बड़ी खुशी की बात है, गर्व से मेरा सीना चौड़ा हो गया,
मेरी बेटी डॉक्टर, तो मेरा बेटा आईपीएस हो गया।
ऐसा लग रहा है, जीवन में सब हासिल हो गया।
सेवा-निवृत्त तो हो ही रहा था इस साल,
पर सेवा-निवृत्ति से पहले ही मैं मालामाल हो गया।

यूँ तो ज़िंदगी का तजुर्बा हर बात सिखा देता है,
कौन अपना, कौन पराया — इसका एहसास दिला देता है।
ज़िंदगी में हर कोई अपना ख़ास नहीं हो सकता,
ये उम्र का तजुर्बा नहीं, जीवन का सार बता देता है।

सपनों से भी सुंदर रहा मेरे जीवन का ये कारवाँ,
अब इसे विराम देने की बारी है।
क्या पाया, क्या खोया —
अब यही मंथन और चिंतन करने की बारी है।
कई यादें, कई वादें, दोस्तों के संग गुज़री वो प्यार भरी मुलाकातें,
अब उन्हें अलविदा कहने की बारी है।
लेकिन ता-उम्र, मरते दम तक जो रिश्ते बने हैं,
उन्हें दिल से निभाने की मेरी पूरी तैयारी है।

आज महीने की आख़िरी तारीख़ है, और आज मेरी बारी है।
हो गया हूँ 60 साल का — अब अलविदा कहने की बारी है।
20 से 60 के इस सफ़र में जो भी मेरे हमदर्द, मेरे साथी बने,
उन सबको अब अलविदा कहने की बारी है।
सेवा-निवृत्ति ये बस एक रिवाज है,
अब इसे भी निभाने की बारी है।

किसी के लिए आँसू, किसी के लिए खुशी,
किसी के लिए ग़मों का झरोखा है,
मेरे लिए ये सेवा-निवृत्ति मेरे जीवन का सबसे हसीन तोहफ़ा है।

ये न सोचो कि ये मेरा आख़िरी सलाम है,
अब यहाँ से बची-खुची ज़िंदगी, परिवार के साथ
खुशी से गुज़ारूँ — यही ईश्वर से प्रार्थना है।
भूले-भटके जब किसी राह पर टकराओ तो याद रखना,
जिसके साथ खुशी के कुछ पल बिताए — ये वही इंसान है।

हो सकता है मैं मशगूल हो जाऊँ या मेरी उम्र जवाब दे दे,
पर मेरे दोस्त, मेरे भाई — आख़िरी वक़्त में मुझे कांधा ज़रूर देना।
पहले होती थीं हम यारों की कई सारी महफ़िलें,
बस इस आख़िरी पल में मेरे परिवार को
थोड़ा सहारा, थोड़ा साथ देना।

अब मैं कह सकता हूँ — मेरा आख़िरी सलाम ले जा,
अपने काँधों पर सवार मुझे मेरी मंज़िल की ओर ले जा।
बस अब यादों में ही मुझे याद रख सकते हो,
तो उन यादों में मुझे याद रखने की तसल्ली दे जा।
अब मैं कह सकता हूँ —
मेरा आख़िरी सलाम ले जा...
मेरा आख़िरी सलाम ले जा।



अमरीश विनोद ऐलनवार

सहा. फोरमैन इंजन शॉप
सीडब्ल्यूएस तडाली



मेरी अभिलाषा

यही है आरजू दिल की, एक पैगाम लिख देना
सुबह नफरत की जब निकले,
सुहानी शाम लिख देना

नहीं हिन्दू, नहीं मुस्लिम, ईसाई, सिख ना लिखना
चिता की राख से मेरे तुम हिन्दुस्तान लिख देना,
हिन्दुस्तान लिख देना

निगाहें हमको ढूँढ़ेंगी, हमारी याद आएगी
हमारी याद भी उनको, हमारे बाद आएगी
वक्त है, आखिरी मेरा, मगर अब तक न वो आए
रुह से जान निकलेगी, मेरी जान आएगी,
मेरी जान आएगी

तुम अपने स्वार्थ की खातिर,
किसी को चोट मत देना
कभी भी पाप के हित में, किसी को नोट मत देना
वहां फरियाद मत करना ! जहाँ बेदर्द हो हकीम
करे जो देश का सौदा, उसे तुम वोट मत देना,
उसे तुम वोट मत देना

विपत्ति में काम जो आए, वही हमदर्द होता है
करे तारीफ जो झूठी, बड़ा खुदगर्ज होता है
मर्द को दर्द नहीं होता, ये तो फिल्मी कहावत है
मगर जो मर्द होता है, उसे ही दर्द होता है।



श्री गजेन्द्र कुमार

सीनियर ओवरमेन
मुंगोली ओपनकास्ट खदान
वणी क्षेत्र

तो फिर पक्का मिडिल क्लास हो

सब्जी की दुकान पर जाकर, मोल भाव यदि करते हो।
आलू बैंगन और टमाटर छांट छांट कर भरते हो।
जितना हो सकता है उतना, पैसा भी छुड़वाते हो।
और मुफ्त में धनिया मिर्चा, भी उससे डलवाते हो।

ऐसे कार्यों को करने का, यदि करते रहते प्रयास हो।
तो फिर पक्का मिडिल क्लास हो।

भारी छूट मॉल में आती, तब शॉपिंग करने जाते हो।
उसमें भी स्कीम देखकर, शॉपिंग पूरी कर पाते हो।
हैंड वॉश शैंपू की बोतल, में यदि पानी भरते हो।
बूंद बूंद उसकी निचोड़ कर, पैसा यदि वसूल करते हो।

टूथपेस्ट को दबा दबा कर, यदि कर देते तुम खलास हो।
तो फिर पक्का मिडिल क्लास हो।

मेहमानों के घर आने पर, नई क्रोकरी बाहर निकालते हो।
चीजें सभी सलीके से हों, बेड पर अच्छी चादर हो।
आधा बचा हुआ नींबू है, जिसके फ्रिज में रखा हुआ।
थोड़ा सा गूथा आटा है, वहीं पास में बचा हुआ।

अच्छा भी हो सस्ता भी हो, ऐसी चीजों की तलाश हो॥
तो फिर पक्का मिडिल क्लास हो।

नई नई चीजों की पन्नी, यदि तुम नहीं हटाते हो।
शादी में देना है साड़ी, कह खरीद कर लाते हो।
मिले गिफ्ट का बदल कलेवर, औरों को चिपकाते हो
बचा हुआ पार्टी का खाना, अगर बांटने जाते हो।

अच्छी सी पॉलीथिनों का, बिस्तर के नीचे निवास हो।
तो फिर पक्का मिडिल क्लास हो।

आइस ट्रे की जगह कटोरी, फ्रिज में यदि रखते हो।
लेते हो जब मूंगफली दो-चार उठाकर चखते हो।
बेड के नीचे बाक्स बनाकर, कपड़े भी भरवाते हो।
बच्चों का होता विवाह तब, घर जरूर बनवाते हो।

आमदनी पैसे पचीस, पर शादी में खर्चा पचास हो।
तो फिर पक्का मिडिल क्लास हो।



कावेरी मोटघरे

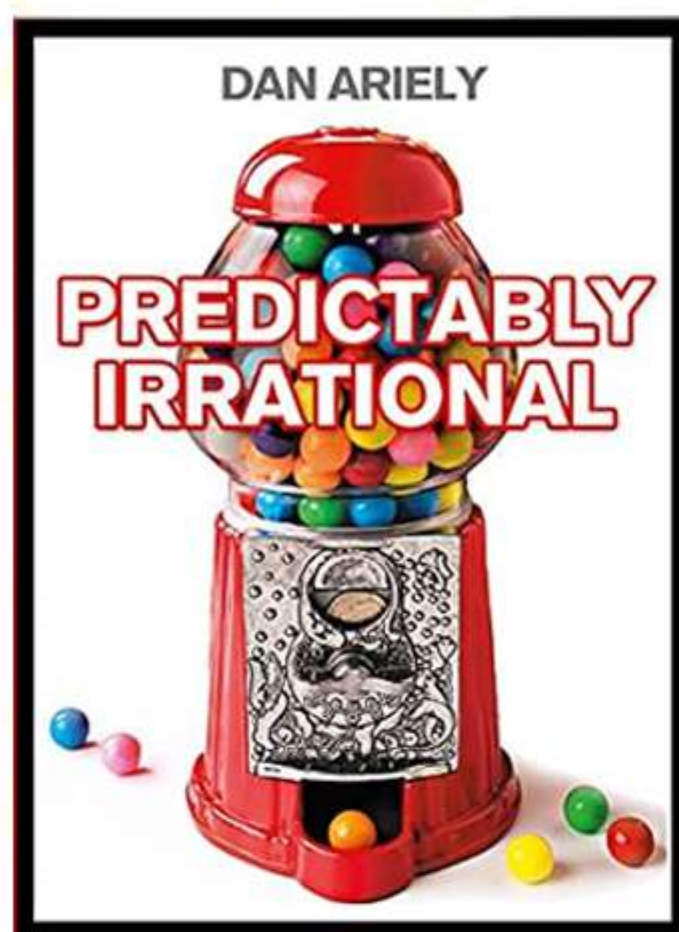
लेखा लिपिक-ग्रेड II,
आईआर विभाग,
वेकोलि मुख्यालय



BOOK REVIEW



Giri Bahadur Thapa
Manager (HR/Admin)
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Predictably Irrational - Dan Ariely

Dan Ariely's Predictably Irrational is a fascinating exploration of human decision-making, revealing how our choices are often far from rational. Ariely, a behavioral economist, challenges traditional economic theories that assume people make decisions based on logical self-interest. Instead, he demonstrates through experiments and anecdotes that our behavior is systematically irrational—but predictably so.

The book begins with a personal story: Ariely's severe burns from a magnesium flare explosion left him hospitalized for years. This experience forced him to observe human behavior from an outsider's perspective, sparking his curiosity about pain, decision-making, and irrationality. His research journey led him to uncover surprising truths about why we make the choices we do—from overspending to procrastinating to falling for deceptive pricing.

KEY THEMES AND INSIGHTS

The Truth About Relativity

Dan Ariely's brilliantly dissects arbitrary coherence—how initial, often irrational anchors shape our perception of value. Through compelling experiments (e.g., Social Security numbers affecting bids, Starbucks redefining coffee prices), he proves that demand is malleable, not inherent. Anchoring distorts decisions, from luxury purchases to mundane tasks, revealing flaws in classical economics. The writing is engaging, blending anecdotes with hard data, and underscores how businesses exploit psychological biases. A thought-provoking read on the irrationality of human behavior.

"The Cost of Zero Cost"

The writer explores how "FREE!" hijacks rationality, triggering irrational choices (e.g., free Hershey's over discounted Lindt). Clever experiments reveal loss aversion and emotional excitement around "zero cost," impacting consumer behavior (Amazon shipping, Halloween candy). Real-world pitfalls include hidden costs and wasted time. Businesses exploit this bias effectively, though cultural nuances matter. Strengths lie in relatable experiments; limitations include oversimplification. A compelling critique of economic rationality, urging mindful decision-making.

The Problem of Procrastination and Self-Control

Dan Ariely's insightful chapter explores why we procrastinate and struggle with self-control, attributing it to time inconsistency and hyperbolic discounting. Through experiments, he shows how external deadlines improve performance, while self-imposed ones often fail. Ariely reveals our overconfidence in future willpower, leading to poor choices (e.g., gym memberships vs. actual workouts). He suggests solutions like automation and pre-commitment devices (e.g., StickK.com) and discusses how institutions exploit or aid procrastination. A compelling read on human irrationality and strategies for better self-regulation.

The High Price of Ownership

The **endowment effect**—how ownership inflates perceived value. Through experiments (e.g., students overpricing mugs) and real-world cases (e.g., eBay auctions), Ariely shows we overvalue what we own—or even might own. This bias ties to loss aversion, making us fear losing more than we value gaining. The result? Poor decisions—clinging to stocks, hoarding, or corporate inertia. Ariely's insights reveal the hidden costs of irrational attachment, urging mindful ownership. A compelling read on behavioral economics.



Keeping Doors Open

Dan Ariely dissects humanity's irrational obsession with preserving options, even when harmful. Through experiments like the "3-door game," he reveals how fear of closing doors wastes time and energy—from students over-majoring to professionals hesitating on commitments. Ariely ties this to loss aversion and false productivity, advocating deliberate constraint (e.g., burning bridges) as a path to focus. Insightful and pragmatic, this chapter challenges readers to embrace decisive action.

The Effect of Expectations – Why the Mind Gets What It Expects

Chapter brilliantly examines how expectations distort reality, using relatable examples (sports, politics) to highlight cognitive biases like confirmation bias and wishful thinking. The beer experiment effectively shifts focus to sensory perception, though deeper methodological or neuroscientific insights (e.g., dopamine's role) could enhance rigor. While Western-centric, the themes are universal. A thought provoking blend of anecdotes and science, leaving readers to reflect on their own perceptual filters. Engaging but could broaden cultural scope.

The Power of Price

How pricing manipulates perception, blending behavioral science with engaging experiments. Key insights—like price-quality placebo effects, irrational attraction to "free," and anchoring biases—reveal our economic illogic. Ariely's witty style makes complex ideas accessible, while real-world examples (luxury goods, freemium models) underscore their relevance. A thought-provoking read that leaves readers questioning their spending habits and the hidden psychology behind every price tag.

The Context of Our Character, Part I – "Why We Are Dishonest, and What We Can Do about It"

Why even honest people cheat, revealing that dishonesty is often minor and justified as harmless. Experiments show cheating persists

unless moral reminders (e.g., Ten Commandments, honor codes) activate ethical self-awareness. Surprisingly, punishment threats matter less than internalized ethics. The decline in professional integrity (law, medicine) underscores the need for systemic moral cues. The solution? Reinforce ethical benchmarks—people cheat less when their "good" self-image is primed. Insightful and actionable.

The Context of Our Character, Part II – "Dealing with Cash Makes Us More Honest"

This insightful chapter examines how dishonesty escalates when actions are distanced from cash, using experiments like the MIT Coke vs. cash theft study. It reveals how people rationalize minor fraud (e.g., office supplies, tokens) and how corporations exploit abstract currencies (miles, fees). Key takeaway: ethical boundaries blur with psychological detachment from money. The analysis is compelling, highlighting systemic risks and the need for transparency to curb dishonesty. A thought-provoking read on behavioral ethics.

"Beer and Free Lunches"

"Beer and Free Lunches," brilliantly illustrates behavioral economics through a beer-ordering experiment. Ariely and Levav reveal how social pressure shapes choices: public orders prioritize uniqueness (or conformity, depending on culture), while private orders align with true preferences. The findings challenge rational-choice models, highlighting "free lunches" in system design. Ariely's witty storytelling and real-world applications (e.g., retirement plans) make complex concepts accessible. A compelling blend of research and relatability.

Conclusion

Ultimately, Ariely challenges the myth of human rationality, leaving readers both enlightened and wary of their own biases. A must-read for anyone curious about the psychology behind decisions—and how to make better ones



TRAVELOGUE



Chamarthi Ojaswini
Dy Manager (Environment)
WCL HQ

Pearl of the Indian Ocean – Sri Lanka

Our neighboring island country is a beautiful place, with gorgeous landscapes, warm people, delicious food, unforgettable safaris, local transportation, and everything from tropical forests to peaceful coastlines.

Getting there: An e-visa is the way to go- it's quick and easy, and you will receive e-visa within a half day of applying.

Tips for getting around: Use Uber or PickMe to book taxis and tuk-tuks. You can also make railway reservations in advance through the official website- it's like our Indian railway booking system. For hassle-free travel and internet access, purchase a Dialog network SIM card at the airport.



Day 1: Arrival in Colombo & Train to Galle

We reached Colombo after a short flight from Hyderabad. During the journey, the captain showed us Ram Setu from the sky- *an incredible sight*.

Since we weren't keen on exploring the city life in Colombo, we took a quick taxi from the airport to Colombo Fort Railway Station and began our scenic train journey to Galle—a charming town known for its Portuguese architecture, unforgettable sunsets and refreshing breezes.

Colombo Fort Railway Station gives off a vibe similar to Mumbai's local stations. During the journey, we munched on Sri Lanka's famous ginger and orange biscuits and while taking in the stunning views on one side- the vast Indian Ocean, and on the other, beautiful village streets and elegant homes. The ticket collector was kind enough to guide all the fellow tourists to their destination.

We reached Galle in the late evening and stayed at a lovely homestay just 2 km from the railway station. We were welcomed by rain in Galle. For dinner, we took a short walk- umbrellas in hand- from our homestay to Galle fort, which offers quaint cafes, colonial buildings and much more.

We enjoyed delicious Sri Lankan local food at Merchant, where the coconut sambal and the sweet treat- buffalo curd stood out as the most refreshing and welcoming dishes. After a hearty meal, we walked back to our homestay and asked the owner to arrange a bike to explore Galle and the nearby villages, the next day.

Day 2: Coastlines

After breakfast, we headed to Turtle Beach in Talpe, just 12 km from our homestay. The beach is lined with restaurants and access is usually through them. We had never seen turtles on a beach before, so the joy we felt was indescribable. It was quiet and peaceful in the early morning with fewer people around.



Next, we drove toward the southwest coast, to Ahangama. On the way, we made a quick stop at stilt fishermen village in Koggala to see this unique fishing method used to catch small reef fish. After speaking with a few fishermen, we found out that the best time to see real stilt fishing is from November to April. Now, they were mostly posing for tourists to take pictures.

We spent about an hour there, watching the rain fall over the ocean, and then headed to Koggala Lake. At first, even with Google Maps, we couldn't find it, and dogs along the way kept barking, so we started to turn back. Luckily, we met some fellow travellers also searching for the lake, and together, with help from a local, we finally found it. The lake was serene and perfect for bird watching.

From the lake, we headed to kai Ahangama for lunch- their refreshing jackfruit tacos were unforgettable. It drizzled lightly most of the day, so we relaxed at the beach, which is accessible right from the restaurant.

In the evening, on our way back to Galle, we saw a peacock walking right in the middle of the road. Suddenly, a truck sped past it, but in that instant, peacock took flight and landed safely on a nearby building. That brief moment of anxiety quickly turned in to awe. We ended the day watching the sunset over Galle Fort.

Day 3: Tissamaharama

Early in the morning, we took a walk along the ocean and enjoyed the view of coconut landscapes from the rooftop of our homestay. Then, we began our three hour journey to Tissamaharama – the gateway to Yala National Park. We travelled by local bus, which is very economical and the best way to experience local life. Buses to Tissamaharama run almost every hour from both Galle & Colombo.

While buses from Colombo usually take the expressway, our bus from Galle followed a village route. Along the way, we even passed Hambantota seaport, which is now operated by China.



Tissamaharama is a small, beautiful village that we explored entirely on foot. We spent the rest of the day by the lake and at Raja Maha Vihara, a peaceful Buddhist temple. A local festival, Poya Sami, was being celebrated at the temple, bringing the entire village together. There was a small mela that reminded us of the simple joys of our childhood. Life here felt slower, quieter, and wonderfully uncomplicated.

Day 4: Yala Safari & Journey to Ella

Our day began perfectly with an early morning safari at Yala National Park. The safari tour picked us up from our hotel before sunrise. The Palatupana gate opens at 6:00 am, and we got to experience the magical moment of sunrise while waiting in line.

We had booked our safari through Booking.com, but during our walk through the village the previous evening, we realised that almost everyone in town is connected to the safari business. It's easy to find a good deal by speaking directly to the locals once you get there.

The park is home to many large wild animals –elephants, crocodiles, water buffaloes, sloth bears, leopards, peacocks, and more. It borders the Indian Ocean and is well-maintained, with natural water pools, making a quiet habitat for animals.

During our safari, we spotted a herd of deer, elephants bathing and crossing the road, a monitor lizard, jackals, mongooses, and plenty of peacocks. Our guide was very knowledgeable about the animal behaviour, making the safari slow-paced, informative, and truly engaging. Unfortunately, we didn't see a leopard, even though Yala is known for having one of the highest leopard largest densities in the world. But at the end of the safari, a male peacock proudly showed off its feathers—a real showstopper—and we also saw a crocodile adjusting its body temperature before slipping back into the water.

With happy hearts, we stopped for some delicious appams with sambal on the way back. After freshening up at the hotel, we began our journey to Ella by tuk-tuk—arranged for us by our safari guide. Our tuk-tuk driver even accepted Indian currency.

This route passes through another block of Yala National Park. Along the way, we saw many roadside stalls selling homemade Buffalo milk curds in traditional clay pots.





We stopped for a meal and enjoyed a variety of Sri Lankan curries along with the rich, creamy curd we had picked up—truly a rainbow in a bowl. Food is love in Sri Lanka! We also bought some bananas for the journey, but when we stopped at Ravana Falls, the monkeys ended up eating both our curd and bananas.

Finally, we reached our homestay in Ella — Apple Adams, which offers great views of Ella Rock and Little Adam's Peak. It's about 2 km from the town centre, so in the evening, we took a walk into town to explore. We bought some snacks, post cards and exchanged Indian Rupees for Sri Lankan Currency.

Day 5: Ella Explorations

We hiked to Little Adam's Peak early in the morning to catch the sunrise over the breath-taking landscape. Our homestay owner drove us to the trail's starting point in his tuk-tuk. The hike took about 30 minutes, though it would have been much better had we brought hiking shoes instead of sneakers. The path was lined with lush tea plantations on both sides.

After a peaceful time at the peak, we made our way to the colonial -era Nine Arches Bridge, surrounded by even more greenery and tea estates. Instead of walking on top of the railway tracks, we went down to the foot of the bridge, where we met some friendly locals who showed us how to pick tea leaves.

Oh—and in the middle of all the photo-taking, I lost both my specs and the homestay keys. I only realized it after climbing back to the top, so I had

to hike all the way down again to search for them. Thankfully, I found my glasses—though they were broken. I couldn't find the keys, but our homestay owner reassured that they would arrange a spare. The weather was pleasant that morning, so hiking up and down wasn't too bad. Later we enjoyed yummy coconut pancakes for breakfast at our homestay and relaxed until noon.



Around noon, we visited a Mahamevnawa Buddhist temple located on top of Kumbawella, about a 10 km drive from our homestay. However, after reaching there, we realized it wasn't the temple we had planned to visit. After a chat with our tuk-tuk driver, I found out that the temple I had in mind was actually the Buduruwagala Temple, known for its seven large Buddha statues carved into the rock around the 10th century. It's about an hour's drive from Ella—and unfortunately, lies enroute from Tissamaharama—not from Ella to Kandy, as I'd thought.

Although it wasn't the intended destination, the Mahamevnawa temple was still a peaceful place, with a calming ambiance. Later in the evening, we played a game of chess back at the homestay and savored a delicious dinner of Sri Lankan curries.

Day 6: The Scenic Train to Kandy

Our homestay owner packed us some coconut pancakes for our train journey from Ella to Kandy. Though the journey takes about 7-8 hours, it winds through lush green tea plantations, misty hills, waterfalls and charming villages, offering breath-taking views at every turn. The train stops at some stations for longer than usual, giving travellers a chance to step out. The open doors and windows made it easy to take in the fresh air. "The Journey is always better than destination," felt especially true here.

Upon reaching Kandy, we took a quick tuk-tuk ride to the Temple of the Sacred Tooth Relic, just 10 minutes from the station. We left our luggage at the counter and explored the serene shrine halls, filled with soft chanting. The actual relic is kept in a golden casket and is not directly visible. We also visited a Hindu temple located within the same complex.

Since we hadn't planned to stay overnight in Kandy, we began our journey to Sigiriya from there. We opted for a bus again—it's about 90 km away. Unfortunately, we missed the last direct bus to Sigiriya, so we boarded a bus to Dambulla, a town just 30 minutes from Sigiriya.

This ride reminded us of Andhra's "Palle Velugu" buses—crowded and lively. We stood for most of the journey, but the interactions with the locals made it worth it. I had a nice chat with an older gentleman who smiled and said, "It's the same in India, right? All this rush and local life." I said yes. As he got off the bus, he offered me his seat. I leaned out the window and waved goodbye to him. Some memories are simple and yet they stay with us for a long time. After reaching Sigiriya, we were too tired and decided not to go for the early morning hike to the magnificent Lion Rock.



Day 7: Sigiriya

We woke up to the sounds of rain, peacocks and a stunning view of Lion rock from our hotel.

After breakfast, we started walking to lion rock, which was just 1.5 km from our stay. Some people said the hike would take two hours, while others said just 20 minutes. Since we were a bit tired, we decided to take it slow. To our surprise, we reached the top in just 25 minutes, with the weather in our favour. This UNESCO world heritage site offers great history and stunning 360-degree views of the terrace gardens, ancient swimming pool and surrounding mountains.

On the way back down, we treated ourselves with some tasty mangoes and guavas, and chatted with some Hindi speaking locals. We then stopped at Kumaran's stall in the Sigiriya village- where he makes beautiful bookmarks engraved with elephants—perfect souvenirs.

Later, we relaxed at a nearby café with a smoothie bowl. The entire day unfolded gently, all on foot. The café owner suggested a place for dinner, and the brinjal curry turned out to be the best send-off from Sigiriya.

Day 8: Dambulla Detour & Goodbye Sri Lanka

On our last day, we had our return flight from Colombo. Initially, we planned to hire a tuk-tuk to, but after a chat with a local at dinner, we realized it would be too exhausting for such a long trip. So, we arranged a taxi for the morning, hoping to stop at the Dambulla Cave Temple on the way. He agreed — but unfortunately, no one showed up in the morning. Luckily, we managed to book an Uber at the last minute and still made it to the Dambulla Cave Temple. This hilltop temple has five caves filled with over 150 Buddha statues and murals depicting the life of Buddha.

While climbing up, we asked locals whether there was an entry fee. They said no — but once we reached the top, there was a ticket checkpoint for foreign visitors. So, I had to walk back down to buy tickets- an unexpected test of my fitness.

Our Uber dint charge us for the one hour wait. After visiting the temple, we had our chapati and aloo curry for breakfast -packed by our stay- our final meal seasonal with warm Sri Lankan spices.

The drive back to Colombo via the expressway was smooth. Our driver played old Bollywood songs (he said he watches most Indian movies), and we smiled at the adorable road signs that showed **peacocks ahead instead of "toll ahead."** We even got a call from the person who was supposed to arrange our taxi the previous night — asking if he could drop us now!

That's Sri Lanka—warm hearts and natural beauty.





QUIZ

प्रिय पाठकों,

"प्रगति" पत्रिका के इस अंक में हम आपके लिए लाए हैं एक ज्ञानवर्धक क्विज़, जो भारतीय कोयला उद्योग से संबंधित है। नीचे दिए 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 या दी गई email पर भेजें।
- 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।

Q1. What is the primary function of Coal India Limited?

- A) To produce and distribute renewable energy
- B) To manufacture coal-based products
- C) To explore and produce coal
- D) To regulate coal imports

Q2. Which of the following is a subsidiary of CIL?

- A) Oil and Natural Gas Corporation (ONGC)
- B) Bharat Heavy Electricals Limited (BHEL)
- C) Central Mine Planning & Design Institute Limited (CMPDIL)
- D) NTPC Limited

Q3. How does Coal India Limited contribute to India's energy security?

- A) By importing coal from other countries
- B) By producing and supplying coal to power plants and industries
- C) By promoting renewable energy sources
- D) By regulating coal prices

Q4. Which coalfield is associated with the production of coking coal in India?

- A) Jharia coalfield
- B) Raniganj coalfield
- C) Bokaro coalfield
- D) All of the above

Q5. What is the primary use of coal in India?

- A) Industrial production
- B) Power generation
- C) Domestic consumption
- D) Transportation

Q6. Which ministry oversees Coal India Limited?

- A) Ministry of Coal
- B) Ministry of Mines
- C) Ministry of Power
- D) Ministry of Environment, Forest and Climate Change

Q7. What is the name of the coal mining subsidiary of Coal India Limited that operates in the Western part of India?

- A) Western Coalfields Limited (WCL)
- B) Eastern Coalfields Limited (ECL)
- C) Bharat Coking Coal Limited (BCCL)
- D) Central Coalfields Limited (CCL)

Q8. What is the significance of the Coal Mines (Nationalisation) Act, 1973?

- A) It allowed private companies to mine coal
- B) It nationalized the coal industry in India
- C) It deregulated the coal industry
- D) It abolished the coal industry

Q9. How many Area(s) does Western Coalfields Limited have?

- A) 5
- B) 10
- C) 12
- D) 13

Q10. What is the goal of Coal India's sustainability initiatives?

- A) To increase coal production
- B) To reduce environmental impact
- C) To improve profitability
- D) To enhance corporate governance

उत्तर भेजने के लिए QR CODE/ईमेल:



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उत्तर ईमेल करते समय अपना नाम, पद, ऑफिस का पता और मोबाइल नंबर अवश्य लिखें। हमें आपके उत्तरों का इंतजार रहेगा।
धन्यवाद,
"प्रगति" पत्रिका टीम

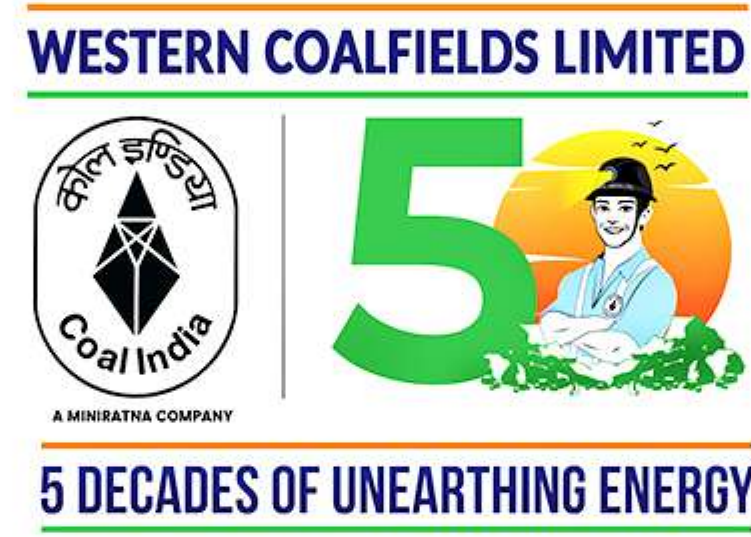
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Shri. Achalkumar S. Janbandhu, General Assistant, IR WCL HQ
Shri. Hari Pillai, Manager (CD), Umrer Area
Shri. Chetan Dandekar, Survey Chainman, Gokul OCM, Umrer Area
Shri. Manish Tannirwar, Foreman Incharge (Electrical), Wani North Area

Please Collect your gifts from PR Dept, WCL HQ

Answers of Last Quiz From Pragati (Jan-March 2025)

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



वेस्टर्न कोलफील्ड्स लिमिटेड

एक मनी रत्न कंपनी
कोल इंडिया लिमिटेड की अनुषंगी कंपनी

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