

# HAPPY WOMEN'S DAY

Engage | Encourage | Empower!

## Journey at Triniti

### Continuing to Engage, Encourage, and Empower within Triniti and Beyond

#### *From 1 to 62 in 27 years*

At the time of its inception in 1997, TASL had 1 female employee. And now, there are 62, that account for 26% of full-time employees.

## In This Newsletter

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- World Bank Report – Adds 2 new measurements to index.
- Did you know?
- Find your voice yet!
- Women We admire.
- TASL gets competitive - The sports tournaments included carroms, chess, cricket, and Badminton.
- Meet Mrs. Pramila Kulkarni, an unsung Hero
- Inspiration and Inclusion: What they mean to women at Triniti.

## Dear Triniti,

Wish you all a very Happy Women's Day. We celebrated Women's Day a little earlier this year, on March 6th. With most of you working from home, Women's Day celebrations were combined with the day that many were at the office for an all-hands meeting. Thank you to the organizing committee for making the office space look festive. I would like to think that every day is a Woman's Day at Triniti and its extended family where respect is earned and given.

We focused on inspire inclusion campaign theme this year. Conceptually, it is easier to understand and appreciate the significance of inclusion when spoken in the context of exclusion. It can be used to take corrective action, and awareness of exclusion can catalyze positive change.

Let's check if there is a seat at the table for everyone. Then, ensure that the person at the seat has a say and is heard. Let's encourage the women in our lives to speak up and let them know that their opinions matter.



## IWD 2024 Campaign Theme - #InspireInclusion

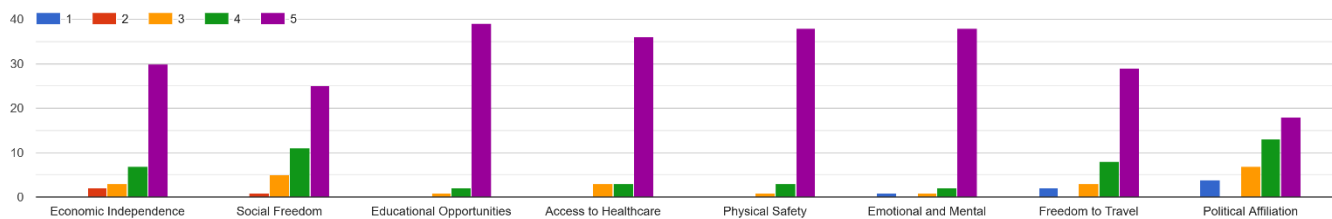
*"When we inspire others to understand and value women's inclusion, we forge a better world. And when women themselves are inspired to be included, there's a sense of belonging, relevance, and empowerment."*

*Collectively, let's forge a more inclusive world for women. Strike the #InspireInclusion pose and let's inspire inclusion" – Read more about the campaign theme in this USA*

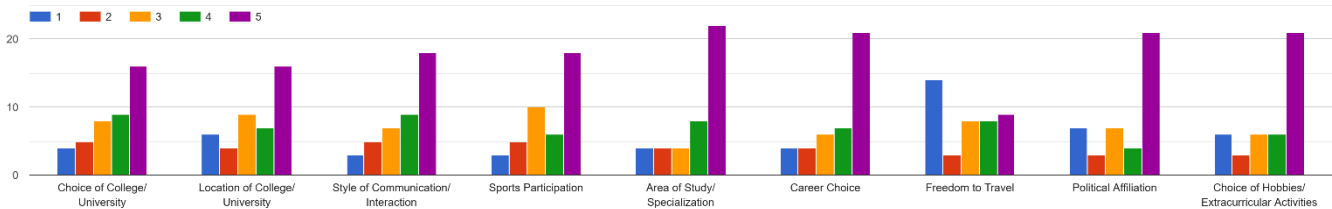
*Today article – [International Women's Day 2024](#)*

A short survey was conducted, and this is what they voted for. Most were neither satisfied nor dissatisfied with the current situation of women. What did inspiring inclusion mean to Women at Triniti? It's a great list to read through on page 7. Please do check it out.

In your opinion, what role do the following play in empowering women?



Did your gender affect the choices you made growing up as a girl / young adult?



## Women We Admire – Nirmala Sitharaman, Finance Minister, India

One of the most admired women in India and the world, Nirmala Sitharaman was mentioned in our internal survey as well. She is an economist and a politician who has played pivotal roles in shaping the country's economic and defense landscapes. With a master's degree in economics from Jawaharlal Nehru University and a background in corporate finance, she entered politics and swiftly rose through the ranks. In 2014, Nirmala Sitharaman became the national spokesperson for the Bhartiya Janata Party (BJP), showcasing her articulate communication skills and deep understanding of economic matters.

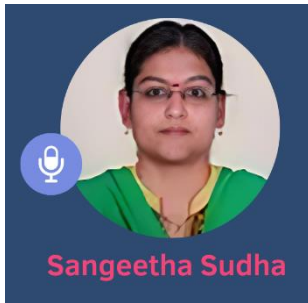


Her appointment as the Minister of Defence in 2017 marked a historic moment, making her the first woman to hold the position in India. During her tenure as the Defence Minister, Sitharaman demonstrated strategic acumen and a commitment to modernizing the armed forces. She focused on enhancing defense capabilities, addressing longstanding procurement challenges, and promoting indigenization in defense manufacturing.

Nirmala Sitharaman's transition from Defence Minister to the Finance Minister in 2019 (another first for a woman) demonstrated her versatility and competence. Known for her articulate and composed demeanor, she took charge, steering the country through economic challenges. Her tenure has been marked by strategic fiscal policies, structural reforms, and a commitment to women's empowerment. Nirmala Sitharaman's impact on India's economic landscape is indelible and so is her impact on Women in India and across the world. We salute you as a role model and trailblazer, Nirmala Sitharaman!

## ***“Find Your Voice”: We Already Have it. Let's Use It!***

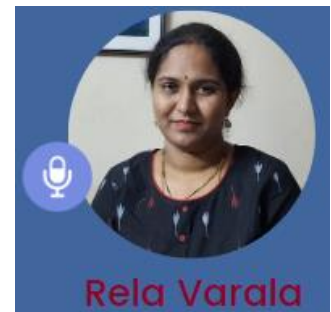
*Every year as Women's Day approaches we hear about calls to find our voice. Is that really the issue? We already have a voice! How well and effectively we use it and it is HEARD is the issue. Let's hear each other. Let's not be afraid to speak up. And let's encourage each other to speak up. Hear a few women from Triniti in their own voice.*



“On this special occasion, I want to take a moment to express my gratitude for being part of an organization that truly values and respects its female employees. The inclusive and empowering culture here not only recognizes the contributions of women but actively promotes their growth and leadership. As we celebrate the achievements of women worldwide, I am grateful to be part of a workplace that actively supports and empowers its female workforce. Thank you for creating a culture of inclusivity and respect. Wishing you a fantastic International Women's Day, and here's to many more years of progress and success for all.” – **Sangeetha Sudha, Sr. Product Manager,**

### **Product Development**

“The first day of my first job was the 25th of June, 2014. Fresh out of college and as a batch of 7, the office initially looked like the principal's chamber. With many hushes and shushes, we slowly got absorbed into the official works. Today, after nine years, when I sit and reminisce on my time here - I see a girl who was terrified and cried after her first call on the first project, making friends with the super seniors in the project, to learning a skill set - at a time when many peers were not in favour of, to product demo preparations, to midnight deployments, to successful go-lives not once but many times and now to being able to make a demo to a client, it was roller coaster. Ups and downs in life are proof that we are still alive. Triniti has been a pillar in my life's most difficult and happiest phases. I am very grateful for this journey at Triniti.” – **Rela Varala, Sr. manager, HTP**



“Remembering ten years of my Triniti journey is a wonderful memory for me. I still remember my first day at Triniti and how happy I was when I received my first salary. Back then, receiving compensation made me happy, but as years passed, I started feeling satisfied that I had earned it. These ten years have been a wonderful journey, and I have learnt a lot, and many people in the organisation have inspired me. Thank you, Triniti, for always being with me all these years. Finally, I would proudly say that being a Trinitian, I never had to compromise on my roles as a wife and a mother.” – **Shweta Pethe, Assistant Manager, HTP**

### ***Women We Admire – Jacinda Ardern, Former Prime Minister, New Zealand***

*Jacinda Ardern is admired for her compassionate leadership style, evident in her empathetic response to crises such as the Christchurch Mosque shootings and the COVID-19 pandemic. She embodies integrity and inclusivity, championing progressive policies that prioritize social welfare, environmental sustainability, and gender equality. Ardern's ability to unite and inspire her nation, coupled with her unwavering commitment to principles of kindness and fairness, makes her a truly admirable leader on the global stage.*





## World Bank Findings Report – Women, Business, and the Law 2024

This publication by the World Bank Group examines laws and regulations affecting women's economic participation in 190 economies around the world. The report measures gender discrimination in various areas, such as accessing institutions, using property, getting a job, providing incentives to work, building credit, and going to court. This year, it presents two sets of data: Women, Business and the Law 1.0 and an expanded version, Women, Business and the Law 2.0.

TABLE 3A.1		WOMEN, BUSINESS AND THE LAW 1.0 AND 2.0 SCORES		
Economy	WBL 1.0 legal frameworks score	WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
India	74.4 ●	60.0 ●	54.2 ●	35.6 ●
United States	91.3 ●	85.0 ●	75.0 ●	62.5 ●

**Two new indicators and a new approach** - Women, Business and the Law 2.0 added **two new indicators**, Safety and Childcare, and revised the ongoing indicators. The modified version (2.0) also presents **a new approach to measuring the implementation gap** between laws and how they function in practice. It analyzes legal frameworks, supportive frameworks, and expert opinions on the status of women's rights. It's not surprising that in our survey, women at Triniti ranked safety as a top concern for women.

**Major deficiencies revealed by the new indicators** - Nearly all economies performed poorly in the two indicators being tracked for the first time—Safety and Childcare. The weakness is greatest in women's safety. The global average score is just 36, meaning women enjoy barely a third of the legal protections they need from domestic violence, sexual harassment, child marriage, and femicide. Although 151 economies have laws in place prohibiting sexual harassment in the workplace, just 39 have laws prohibiting it in public spaces. Women do, then, face perils in using public transportation to travel to work.

**Many a slip 'twixt the cup and the lip** - Mandating Laws was the first step. For the first time, Women, Business, and the Law now assesses the implementation gaps between laws and the frameworks. For example, while measuring gender-related pay disparities the report found that - *98 economies have enacted legislation mandating equal pay for women for work of equal value. Yet only 35 economies—fewer than one in five—have adopted pay transparency measures or enforcement mechanisms to address the pay gap. Triniti would proudly score a 100 on this metric!*

### Did you know?

- Thirty-seven of the 190 economies studied, grant women less than half of the legal rights of men to the detriment of half a billion women.
- Women earn just 77 cents for every dollar paid to men.
- In 28 economies, a woman cannot pass her nationality to children in the same way as a man.
- In 50 economies, a woman does not enjoy an equal right to confer citizenship on her foreign spouse.
- In 62 economies, the age at which men and women can retire is not the same, with women retiring earlier than men.
- In 81 economies, a woman's pension benefits do not account for periods of work absences related to childcare.
- Overall, 139 economies lack adequate legislation prohibiting child marriage, which typically quashes a girl's future educational and economic opportunities.
- More than 90 percent of economies lack comprehensive legal provisions for safety, indicated by a low score for the Safety indicator of 36.3, leaving more than 3 billion women and girls unprotected and highlighting the urgent need for legislation to protect women from violence.

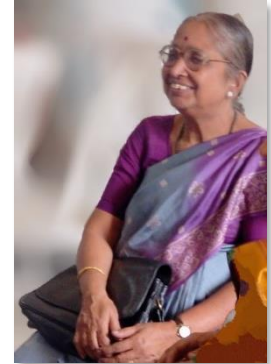
**Deficiencies in Safety and Childcare discourage women from entering the global workforce.**  
**When these additional indicators are taken into consideration, no country provides equal opportunity for women.**

## *An Unsung Hero: An Interview*

Meet Mrs. Pramila Kulkarni, 83, who lives with her husband, Shrinivas Kulkarni, in Dadar, Mumbai. She is a housewife, and I had an opportunity to hear her story.

### ***Please tell me about yourself!***

My husband and I have been married for 61 years. I have two daughters who both have a son each. I have 4 siblings and I am the middle child. We lost our mother when I was young and have memories of walking and spending hours at the beach, a short walk from home. I was a shy child / young woman and people barely heard me speak. I used to be so shy that I would leave the drawing(living) room and run inside every time someone came to the house. All my siblings and I were very close to each other. My schooling was at Shirodkar School in Parel. I did my BA at Ruia College and have an MA in Marathi and Sanskrit from Bombay University.



### ***That is a very impressive education!***

I had a strong desire to make a difference and it didn't seem like my education was being of any use. I finally shared my feelings of wanting a purpose with my sister-in-law, who suggested I try teaching in a school close to home. I went to a deaf and dumb school, but they wouldn't believe me that I was willing to work for no pay. Plus, I didn't even know English then. Disappointed, I resigned to my fate.

But my sister-in-law took me with her to the Kannada Vanita Samaj in Worli, where they needed volunteers. My work there started a long journey in social service. After one year, All India Women's Conference saw my hard work and potential and asked me to join.

### ***Tell me about your association with All India Women's Conference (AIWC)***

You asked me about my education earlier, AIWC was truly the college where I grew up. My most significant education happened at AIWC. My personality underwent a change as well. From being painfully shy, I transformed into a woman bold enough to be the master of ceremonies at events, interact with municipality officials at BMC, give interviews to journalists, and even interact with the Chief Minister!

Speaking of English, the ladies there taught me to write good reports. I was always asked to go with paper and pencil so that I would be required to take notes/minutes. The ladies (fellow volunteers/officers) would then review and correct it. I learned very quickly. I was appointed Secretary for All India Women's Conference Mumbai Branch and served for almost a decade. I also traveled a lot. AIWC had 600 branches all over India, and the Mumbai branch was the third largest. With 24 constituent branches, there was much reporting to do as well. I learned how to write concise and informative reports for meetings and conferences in Mumbai and Delhi, where the main office is.

### ***Where did you find the courage and what inspired you?***

The *inspiration always came from within*. My husband always supported me. My hours were sometimes long and inconvenient as they involved commuting far. My father and brother's family lived in the same apartment complex, making it easy for my daughters to be cared for in case I was late. My husband was supportive even when we were going through a challenging phase when the mill workers were on strike. But courage and inspiration came from within, always.

### ***About your transformation and finding your voice: Did others notice the change?***

Yes, and my family was thrilled! Especially my father. I remember when I had to prepare a speech for a radio program. Purposefully, I kept the fact that I was writing up something from my father. My late father, V B Kulkarni, was a well-known historian and writer who had published books. I was afraid he would, at best, interfere with my writing and, at worst, completely take over. So, I kept it a secret from everyone. The day the speech was broadcast, I casually told my father that it was airing at 7 in the evening. Oh, the ruckus he created! In a nice way, though. He called people and gathered the entire family, the extended family, at home. We all sat to listen to my speech on the radio. It was a proud moment for him and a very happy memory for me.

### ***What other posts did you hold at AIWC?***

I never asked for the posts I eventually took on: Chairman, Treasurer, or secretary. I was always appointed based on my work. In addition to being the Secretary of AIWC, Mumbai branch for a decade, I was Chairman of the Working Women's Home in Juhu for about 6 years. This home housed over 100 working women. I was also Treasurer for more than two decades and worked as an individual contributor on committees.

My other Roles as part of AIWC –

1. Treasurer and volunteer in Dharavi: 20-25 years in various programs, including Balwadi School and Creche. I was also part of the education committee that managed 30 classes and brought literacy to 250 women and several children.
2. Secretary for Shraddha, a program for street children in Khar and Santa Cruz. Provided food, healthcare, education, and recreation to the kids. As part of the program, I took underprivileged children outside their communities and had them participate in competitions.
3. Following the 1993 Earthquake in Latur, we raised funds and assisted in the rehabilitation of displaced people. We also provided tools for their livelihood by gifting 60 sewing machines and several agricultural machineries. When logistical issues made frequent travel to Latur difficult, we transitioned funding and operations to the local Ramakrishna Mission, which continued the work.

### ***What other social work were you involved with?***

Back then, AIWC was funded by people like Sarojini Naidu and Maharani Gaekwad. Many people who took on leadership roles at AIWC moved on to politics. For me, it was a steppingstone toward another cause: helping blind kids. This was not part of AIWC.

I started teaching blind girls at Dadar School of the Blind. The school had classes only until 8th grade. So, girls who wanted to study further and take their SSC board exams had to go to the 'regular' schools that provided no additional support for the blind. (side note – this is what it means to have equality but not equity) I would record lessons on a cassette tape and give them. I would read and teach them Marathi and English and help them prepare for SSC exams. I learned how to use the slate and stylus. Sometimes, I would use old calendar papers to transcribe books in braille so they could read. Researching about how blind people had resources in other countries but not here made me sad. But I did what I could do best. Educate me and then teach them.



Image source: Robert Wood Johnson Foundation

While working with the blind, I became friends with a blind couple and would visit them often in Prabhadevi. I was impressed with how she would do everything like most of us. One day, I asked her on a whim, "When you sleep, do you have dreams, and if so, what are they like?" It's a question I would not have had the heart to ask a visually impaired kid.

But she had become a close friend, was mature, and was very kind. Since she had lost her vision after an accident as a young kid, she said she dreamt of things as she remembered them as a child.

### ***What was it like to work your entire life for no monetary compensation?***

That question did not come to my mind or my husband's. Despite personal challenges, it was not what I expected in return for my social service. In fact, I have received so much in return that I think I am genuinely the beneficiary.

When I thought we had ended our interview, she said there was one stretch in her volunteering during which she was reimbursed for taxi fare: when, as the Treasurer, she handled cash and traveled through 'unsafe' areas!

And now, at 83, Mrs. Kulkarni is the president of Kannada Vanita Samaj, a working women's hostel in Worli/Prabha Devi. When I said, wow! That's a lot of work as you are also the primary caregiver for your husband; she said, "Oh, this hostel is much smaller. It's not like the Working Women's Home in Juhu that I used to manage back in the day!"

Narrating Pramila Kulkarni's story has been especially dear to me because she happens to be my *Mami* (Aunt). Thank you for reading about a woman who is packed with inspiring strength, a generous heart, and a life of service. I hope you find my *Mami* as inspiring as I have in my entire life. I am proud to be her niece.





## ***What #InspireInclusion means to Women at TASL***

Step up, take charge, and help others.	To be heard	those from marginalized communities.	Taking a part
Include women in all fields.	It's the sense of believing in oneself.	Create environments where all women are valued and respected.	Creating a support system that encourages women to pursue their passions and goals, eliminating any doubt in their minds that it can't be achieved.
"Inclusion" means making sure everyone feels welcome and valued, no matter who they are. It's about treating everyone equally and giving everyone a fair chance, without leaving anyone out. It's important because it helps create a world where everyone can participate and contribute their ideas and talents, and skills, regardless of their background or differences.	Inclusion means a safe space where everyone feels heard, seen, and supported, irrespective of backgrounds, experiences, perspectives.	Inclusion is about giving each person an equal amount of dignity and respect. We all have the right to feel welcome.	Freedom and Humanity
In my words, Inspire Inclusion can simply mean 'Not to be Ignored'. There should not be any discrimination like men or women, rich or poor, old group vs new group etc. everyone shall get the chance to participate in everything. To be self-motivated is also important to involve ourselves in everything.	Having equal opportunities	Inclusion is the act of creating environments in which any individual feels welcomed, respected, supported, and valued to fully participate and bring their full potential. In Trinity we do not have such barriers, women employees are equally given opportunities in leadership/decision making roles and freedom given to raise their voice.	To me inclusion means to celebrate diversity and empowerment
You might not be having a chance to work for the society but always try to treat the women in the family, friends, workplace with respect. Respect the ladies who work for you and always treat others like you treat yourself.	Helping each other in reaching their individual goals	Recognizing and valuing experiences, perspectives, and contributions of women from all walks of life.	Inclusion means recognizing and showcasing the diverse experiences, perspectives, and contributions of women.
	Independent decisions	Creating space where every woman feels safe, valued, and empowered.	Commitment to creating a world where all women are empowered, valued, and included.
	Including us in family discussions when we are new. Include us in decision making, including financial decisions.	Encourage everyone to achieve their thoughts and goals.	Embracing all people irrespective of race, gender, disability, medical or other need
	Being considered for inclusion all aspects like Education, Participation, Home economic management and Right to Speak.	Inclusion is achieved when all individuals feel like they have a voice in making decisions and that everyone feels safe and comfortable enough to speak their worries to others.	Irrespective of gender, people should have equal access and opportunities and be accepted without discrimination.
	Encourage every woman to recognize the unique perspectives and contributions of women from all walks of life, including		It's about fostering a sense of belonging, confidence and creating culture, we must actively work towards a world where women are not just present, but truly included, valued, and empowered.



## Celebrations & Sports at TASL



Chess, Carroms,  
Badminton, Diwali,  
Christmas, and  
Cricket Tournaments.

The images are hard  
to pass up.

Thank you to the team  
that makes it happen!





## Triniti Engaging With its Immediate Community –

This initiative was started by members of Application Object Migrator (AOM) group members. After this blurb was posted in the internal newsletter, many people joined hands with



### POWER OF TOGETHERNESS

#### Contribution Towards Society

By Sangeetha Sudha

*"Alone we can do so little; together we can do so much"*

- By Helen Keller

This quote inspires me a lot. As an individual, we can contribute little due to our commitments, but when we unite as a group, even our most petite of contributions matter and can solve a big problem.

With this philosophy, among our colleagues, we have recently started contributing and collecting the minimum possible amount (~ INR 200 each) monthly. We try our best to make the slightest difference in anybody's life.

With our little contributions, recently, we were endowed enough to provide primary help to a low-income family (by contributing INR 10K) where the only earning member of the family passed in an accident.

We donated needy items to girls' orphanages and enjoyed interacting with them.

We sincerely hope to help more and more people going forward. Our intention behind sharing this experience is not to propagate our services but to convey the power of togetherness.

The power of being together is unique, and we should apply the same in our professional lives.

## Let's keep it rolling and thank you!

On your front, continue to challenge gender stereotypes and promote positive role models, so that girls can see that there are no limits to what they can achieve. If you are asking your daughters why they are not home at a certain time or where they have been, do the same with your sons. Being fair in your daily lives can make a huge difference.

As Rajat Baronia, VP Global Solution Delivery and Support, India said during the Women's Day Celebrations, "Triniti women bring a certain level of care and sincerity to their work that is akin to what they do at homes. There is a lot to learn from them and their culture of discipline and work ethic." I couldn't agree more or couldn't have said it better. Triniti is certainly a better place because of you. Thank you!

With warm wishes to you and your families.

Yours Sincerely,

Kalpana Joshi Alamela

[kjalamela@gmail.com](mailto:kjalamela@gmail.com)

