

HAPPY WOMEN'S DAY

Engage | Encourage | Empower

Journey at Triniti

From 1 to 66 in 21 years

At the time of inception in 1997, TASL had 1 female employee, going up to 5 in the next five years. The following decade saw that number rise to 28. Today, there are 66 women working in various departments at Triniti and they contribute to 22% of the workforce. This growth is impressive not only because of the numbers but also because it happened naturally and not by orchestrating forced hiring or retention techniques based on gender

Engage, Encourage, and Empower

- Teach your nieces, cousins, daughters to learn to code and value education
- Buy products from companies that support women
- Take a junior female colleague to a major meeting or event
- Mentor a woman and sponsor her goals
- Invite women into situations where they're not already present or contributing

Dear Triniti,

Wish you all a very Happy Women's Day. I hope you will find this newsletter useful.

#PressForProgress - Gender Parity

According to the World Economic Forum's 2017 Global Gender Gap Report findings, gender parity is over 200 years away. The 2018 campaign theme for International Women's Day's, #PressForProgress, addresses and brings this disparity into focus.

While most companies profess to be and have a stated policy of gender parity and non-discriminatory hiring, rewarding, retaining, and compensating methods, Triniti is proud to be practicing it in reality as opposed to on paper by adopting a very transparent approach to reviews and information pertaining to compensation. Not many companies have either the courage, culture, or vision to do this. A huge pat on the back to ALL Triniti Employees and congratulations to Triniti Management for making this possible. In World Economic Forum terms, Triniti is certainly 200 years ahead!

Time to be Thankful

As we celebrate the 66 smart, hardworking, and dedicated women at Triniti, I urge you to take time to reflect and thank those 6 women that stepped out of the traditional boundaries about two decades ago and paved the way for it to seem effortless for women today. I also urge you to celebrate Triniti as a whole.

Earned Respect

I have consistently maintained and repeated that no home prospers where its women folk are not respected. The same holds true for Triniti as a family. Triniti believes in treating all its employees with respect. And I am happy to say and see that the respect that all female employees implicitly receive is not only well deserved but also earned.

An Inspiring Story

About a year back, I heard [a story about Mira Rai on NPR](#), a Nepalese trail runner and sky runner and winner of 2017 Adventurer of the Year by National Geographic. Mira's story left a lasting impression. She pressed for change going from a school dropout, to a soldier, to an internationally acclaimed athlete.

Like most Nepali families, Mira's family made its living as farmers. Her family was poor and could not afford to send her to school, so at the age of 12 she had to help her parents with chores such as carrying rice bags and fetching water over steep hills. These treks sometimes took as long as three hours. Conditions were so bad that the family had food for six months in a year. In search of a better life, Mira joined the Maoist army at 14 years of age. She became a Black Belt and got better at



Picture by Richard Bull

running in the rugged hills and jungles during her training with them. After the Maoists integrated with the Army, Mira at

17, who was not qualified, had to adapt again. She went to Kathmandu to continue with karate. It was there that she happened to run with a group that suggested she return the next day. Mira ended up participating for the first time in the Himalayan Outdoor ultra-run and won a cash prize. Her focus was so much on running that she

thought she was in a training session! A month later she entered the 180 kilometer Mustang Trail Race in Nepal and won again. She then took first place in races in Hong Kong, Italy and France. A year later, she had an endorsement deal with Salomon, and became the subject of an award-winning documentary titled "Mira."

A 2014 survey by the Nepal government and UNICEF reported that almost half of Nepali women were married before age 18, and about 16 percent before age 15. Mira could have fallen into that statistic given the patriarchal nature of Nepali society, but Mira pressed for progress at every stage of her life and has become an inspiration to many Nepali girls.

Let's Celebrate

Triniti has had a long tradition of celebrating International Women's Day at its Hyderabad office by taking a short break filled with fun, games, and snacks. For those who are away from the festivities like I am, we will be with you all in spirit. Thank you to all the staff and Triniti for making this celebration possible. I look forward to seeing pictures from the event and also hearing back from you. With warm wishes to you and your families.

Yours Sincerely,

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Picture by Prabina Karki

