

HAPPY WOMEN'S DAY

Engage | Encourage | Empower

Journey at Triniti

From 1 to 58 in 22 years

There are 58 women working in various departments at Triniti and they contribute to 23% of the workforce.

Engage, Encourage, and Empower

- Teach your nieces, sisters, cousins, daughters to value education and work
- Buy products from companies that support women
- Take a junior female colleague to a major meeting or event especially where they're not already present or contributing
- Mentor and support a woman and encourage/sponsor her to pursue her goals
- Understand and teach the women in your lives that laws can be tools that empower women
- At one point last year, there were 73 women in Triniti. Several of those that left went due to personal reasons. Let's empower women to ask that their future families relocate for them.

Dear Triniti,

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

As the month of March approaches, my moments of reflection on women become frequent and intense. My family seems to be aware of this as well. So, I asked my three kids a simple question: "Which woman, according to you, has had the most significant impact on society?" Immediately engaging in the Socratic approach, they countered: Living? Local? World Figure? Celebrity?

It didn't take them long to answer despite these counter-questions - One daughter picked a 19th-century woman that paved way for women's suffrage and equality, another picked a woman from the entertainment industry who uses her platform to fight inequality, and my son picked a woman from the family. It was an interesting and a happy conversation; I strongly recommend it for your home as well.

#BalanceForBetter - Push for Professional and Social Equality

The 2019 campaign theme for International Women's Day is #BalanceForBetter. We mostly associate/think of balance as a balance between work and family life, which is natural. Truly, there is no magic formula to achieve this. We all strive to balance this scale. It is more often than not a bit skewed. Rarely being a 50-50 all the time, it tips a little over in either direction; being aware of this makes the journey of working outside and inside of home so worthwhile.

However, there is another balance that is extremely important and that truly empowers. The world is moving towards *legal gender equality*, but at an extremely slow pace. Only six countries currently give women and men equal rights, a major report from the World Bank has found.

Belgium, Denmark, France, Latvia, Luxembourg, and Sweden scored full marks of 100 in the bank's "Women, Business and the Law 2019" report.

Having great respect for data and in true Triniti TRAC approach, I combed through this report. India scored a 71.25 and USA 83.75. The scores were calculated based on the 8 indicators as shown below.

FIGURE 1

THE INDICATORS MEASURE HOW LAWS AFFECT WOMEN THROUGHOUT THEIR WORKING LIVES



Source: Women, Business and the Law team.

INDICATOR	INDIA'S SCORE	USA SCORE
Going Places	100	100
Starting a Job	100	100
Getting Paid	0	75
Getting Married	100	100
Having Children	40	20
Running a Business	75	100
Managing Assets	80	100
Getting a Pension	75	75

The indicator "Getting Paid" measured occupational segregation and the gender wage gap. And the indicator "Having

Children" examines the protection of women's work after having children.

Transparency leads to a 100

Triniti is proud to be practicing gender parity and non-discriminatory hiring, rewarding, retaining, and compensating methods. It is not just a policy on paper. This is proven by a very transparent approach to reviews and information pertaining to compensation.

If India's score was to be re-calculated taking Triniti's "Getting Paid" and "Having Children" indicators, it would rank in the top 50 nations in the world. For Triniti employees based in the US, the revised "Getting Paid" indicator would move them up 15 spots!

Not many companies have either the courage, culture, or vision to operate at this level of transparency. A huge pat on the back to ALL Triniti Employees and congratulations to Triniti Management for making this possible.

Sense of gratitude



In World Economic Forum terms, Triniti is certainly 207 years ahead! As we celebrate the 58 smart, hardworking, and dedicated women at Triniti, I urge all of Triniti to take time to reflect and thank the few women, about two decades ago, who paved the way. I also urge you to celebrate Triniti as a whole that made it all possible; let's work towards preserving this creation with a sense of achievement and gratitude.

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 fairness.

Inspiring Stories

Every year, I look forward to highlighting a woman that was a source of inspiration. This year, I was moved by a WhatsApp message about *Padma Shri* winners (highest civilian award granted by India). Unlike most forwards, that make the rounds on several groups, this message appeared only in one group and seemed to just vanish in cyber-ether. These women were so inspiring that I looked them up to read more about them. *Padma Shri* awardee Saalumarada Thimmakka is known to have said, "I have been honoured with an award. But I don't know what the award is." She surely finds her award in her work. I hope you will find them as inspiring as I did.

	<h1>Saalumarada Thimmakka</h1>
	<p data-bbox="808 1199 1024 1234">Vriksha Mata</p> <p data-bbox="760 1350 1365 1423">“Single-handedly planted thousands of trees over 65 years, taking care of them as her children”</p> <ul data-bbox="748 1472 1365 1755" style="list-style-type: none"> • 106-year old woman who has planted thousands of trees for 66 yrs and protects them as their mother • Travelled 8,000 km / month to attend environmental protection & awareness programs nationwide • Spread awareness about deforestation & promoted afforestation • Faced social ridicule for inability to bear children <p data-bbox="764 1860 1360 1887">Social Work (Environment) Female 106 yrs Karnataka</p>

	<h2>Kamala Pujhari</h2>
<h3>Koraput ki Beej Sangharakshika</h3>	
	<p>“Preserved hundreds of endangered seeds and promoted Organic farming”</p> <ul style="list-style-type: none"> • Tribal Agricultural Activist promoting organic farming in Odisha • Preserved endangered seeds like paddy, turmeric, tili, black cumin, maha Kanta, phula, ghanthia, etc • 1st tribal woman Member - Planning Board, Odisha • Inaugurated Ratri Aahar Kendra in Jeypore Odisha (Jan 2019) • Best Woman Farmer - Govt of Odisha (2004) <p>Others (Agriculture) Female 69 yrs Odisha</p>

	<h2>Jamuna Tudu</h2>
<h3>Van Sanrakshakika</h3>	
	<p>“Saved 50 hectares of forests across 300 villages in past 20 yrs”</p> <ul style="list-style-type: none"> • Lady Tarzan – fought against Timber mafia and Naxals in Jharkhand • Founder - Van Suraksha Samiti, Purbi Singhbhum, • Mobilized 10,000 women to protect trees and animals – patrolling forests day and night • Motivated villagers to plant 18 trees when a girl is born & 10 trees when a girl is married • Faced resistance from mafia & village men in the form of death threats <p>Social Work (Environment) Female 38 yrs Jharkhand</p>



Rajkumari Devi

Kisaan Chachi



“Formed Self Help Groups and motivated rural women to become financially independent”

- Mobilized **300+** women to form SHGs & become financially independent
- Founder - **Anandpur Jyoti Centre**
- Created awareness on **cropping patterns** - encouraged farmers in the region to shift to a variety of vegetables, fruit trees and shrubs
- **Trained women** to produce **23 varieties** of jams, pickles, sauces, murabbas, chutneys
- Runs e-commerce website, 16 varieties of pickles
- Went through a **child marriage**

Others (Agriculture) | Female | 65 yrs | Bihar



Dagli Muktaben Pankajkumar

Vision for the Blind



“Divyang power lady aiding poor blind women to become self-reliant”

- Founder - **CU Shah Pragna Chakshu Mahila Sevakunj**, Surendranagar - working for the cause of persons with disabilities
- Organises **vocational skill** courses
- Established educational institute with **200 blind students** currently enrolled
- Organized **community marriage programme**
- **National Award** - M/o Social Justice (2009)
- **Stree Shakti Puraskar** (2001)

Social Work (Divyang) | Female | 57 yrs | Gujarat

	<h2 style="text-align: center;">Madurai Chinna Pillai</h2>
	<h3 style="text-align: center;">Kalanjiam Shakti</h3> <p>“Woman Farmer who pioneered micro-finance in Tamil Nadu through her Kalanjiam movement”</p> <ul style="list-style-type: none"> • Illiterate farm laborer who spread community-based Microfinance for Poverty Reduction 50 yrs ago - precursor to India's vibrant SHG eco-system • Established Country's 1st Federation of Rural Women Savings & Credit Group • Started Kalanjiam Community Banking program in the villages of Tamil Nadu, Andhra Pradesh, Karnataka & Pondicherry • Awarded the 1st Stree Shakti Puruskar (1999) – PM Vajpayee touched her feet in respect <p style="text-align: center;">Social Work (Finance) Female 66 yrs Tamil Nadu</p>

Let's Celebrate the Triniti Way

Interestingly, my daughter who picked the historical figure said, “If I were a man in those days, I would have probably followed the same rules; I wouldn't have known any different or better”. An insightful observation by a teenager, it highlights the fact that we are creatures of habit and conventions. Let's be aware that rules that are inherently unequal or unjust must be questioned and challenged. Confirming to conventions did not win these ladies their *Padma Shri*.

Personally, I am thankful for the role model choices my kids made, for we must celebrate and thank women that paved the way before us while also celebrating women of our times: both the well known and the not well known women in our daily lives.

Triniti has a long tradition of celebrating International Women's Day at its Hyderabad office. 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,



Kalpana Joshi Alamelu
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