

HAPPY WOMEN'S DAY

Engage | Encourage | Empower

Journey at Triniti

From 1 to 56 in 24 years

At the time of inception in 1997, TASL had 1 female employee. There are 56 women working at Triniti today and they contribute to 25% of the workforce.

Engage, Encourage, and Empower within Triniti and Beyond

- Support your fellow workers and check in with them once in a while
- Teach your nieces, cousins, daughters to value education and economic independence
- Support companies that value and employ women
- Celebrate the successes of women at your home & work
- Mentor a woman and sponsor her goals
- Include women in situations where they're currently a minority
- Understand and teach the women in your lives that laws are the basic tools that empower women
- Build better relationships with co workers, friends and family

Dear Triniti,

Wish you all a very Happy Women's Day.

It's my hope that you and your family have fared well during the pandemic. Last years' festivities at TASL office celebrating Women's Day seem like from a different world. We miss y'all!



The quarantine and work from home has hopefully been a blessing: leading to introspection, connectedness with family, efficient use of time, and increased appreciation of things we often took for granted. The same blessings also posed challenges to many as the already complex work life balance became further complicated. Needless to say that the last year has been

challenging on many levels and fronts requiring everyone to adapt and pivot. I am also very confident that Trinitians will rise to the challenge as they have done in the past.

IWD 2021 Campaign Theme - #ChooseToChallenge

"A challenged world is an alert world and from challenge comes change. So let's all choose to challenge." - International Women's Day 2021

Since celebrations were ruled out due to the pandemic, an informal survey regarding IWD was conducted. Thank you to 46 women employees that responded. We are so very fortunate to have a group of strong and intelligent women that challenged and questioned discriminatory practices as girls and young adults.

Here is how they took Actions for Equality. Well Done!

- Only boys were allowed to play throw ball and Volley ball at tournaments when Naga Tejasvi Kosireddy, Sr. Associate, HTP, went to college. She along with her friends convinced the management to allow girls to participate as well.
- Rupa Surakattula, Assistant Manager, HTP, has challenged for change often and in 2003 was successful in procuring a separate restroom for female employees at her first place of work
- Divya Cholasamudram, Technical Consultant, HTP advocated for herself and her friends to be allowed to play Kabaddi. With the support of the Principal, they not only played the sport but placed first in inter school competition.
- Febin Grace Jacob, Associate-Trainee, HTP challenged social norms in her neighborhood and went on to play cricket for her school and college teams. She adds that the same people that opposed became her cheerleaders later.
- When in college, Anusha Devulapally, Associate-Trainee, HTP asked her sports faculty to include girls segment in basketball tournament. This was rejected by the sports head who said that no one would watch girls play basketball and that girls didn't know how to play. Anusha and her friends did not give up and insisted on including girls segment and succeeded.
- Chitra Ananth, Bilingual Consultant, challenged the school to offer Electronics class to her in grade 10. She was the only girl in that class.

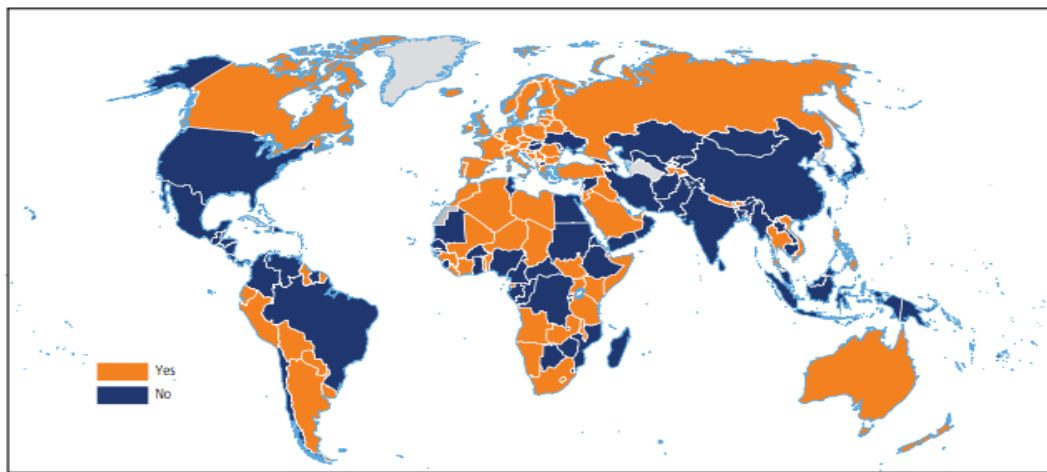
Few Reforms Around the World!

Let's take a look at a few reforms that have been made across the globe and like to share them here. Some of the reforms (as cited in World Bank. 2021. *Women, Business and the Law 2021*) in the period September 2019 - October 2020 include the following:

1. Costa Rica lifted a ban on women's night work.
2. The UAE allowed a woman to get a job without permission from her husband
3. Saudi Arabia eliminated all restrictions on women's employment
4. Fiji and Jordan allowed women to apply for a passport in the same way as men.
5. Madagascar and Kuwait enacted legislation protecting women from domestic violence.
6. New Zealand mandated equal remuneration for work of equal value.
7. The United Arab Emirates no longer requires a married woman to obey her husband. The UAE also allowed a married woman to leave the home without her husband's permission
8. Chile, Puerto Rico, Rwanda, and Portugal gave women the same rights to remarry as men.
9. Pakistan allowed women to register a business in the same way as men.

No matter how many times I read the 9 bullets above, I have to pause and re-read them again. What we know as our birthright and fundamental to our existence, are only now passing as reforms and that too happening only an year ago! This list might also give us a false sense of comfort as it does not shed light on the countries that still engage in such practices. Case in point, #6 - New Zealand's reform for equal pay. One might wonder how a developed country was only now reaching parity in pay. Below is a map of the world that shows the countries that have mandated equal remuneration for equal value.

MAP 1.1 | NINETY ECONOMIES MANDATE EQUAL REMUNERATION FOR WORK OF EQUAL VALUE



IBRD 45488 | JANUARY 2021

Source: Women, Business and the Law database.

The above map shows USA and India have yet to reach parity in pay. I am proud to quote from last year's newsletter - "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. In World Economic Forum terms, Triniti is certainly 200 years ahead!"

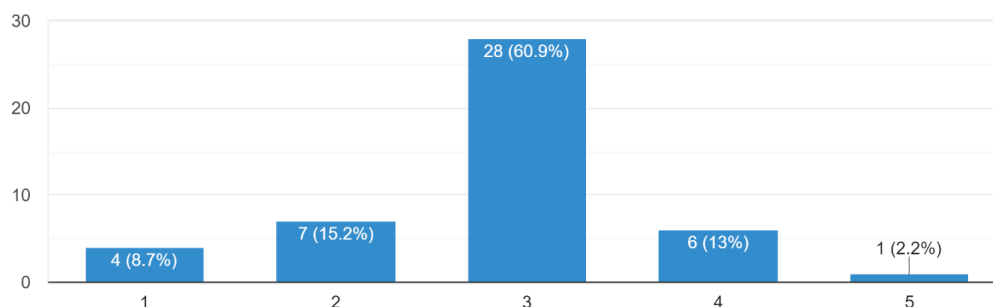
More Findings from the in-house IWD 2021 Survey

Status of women in your country

(On a 1 to 5 scale with 1 = Poor to 5 = Excellent)

How satisfied are you with the current situation of women in your country?

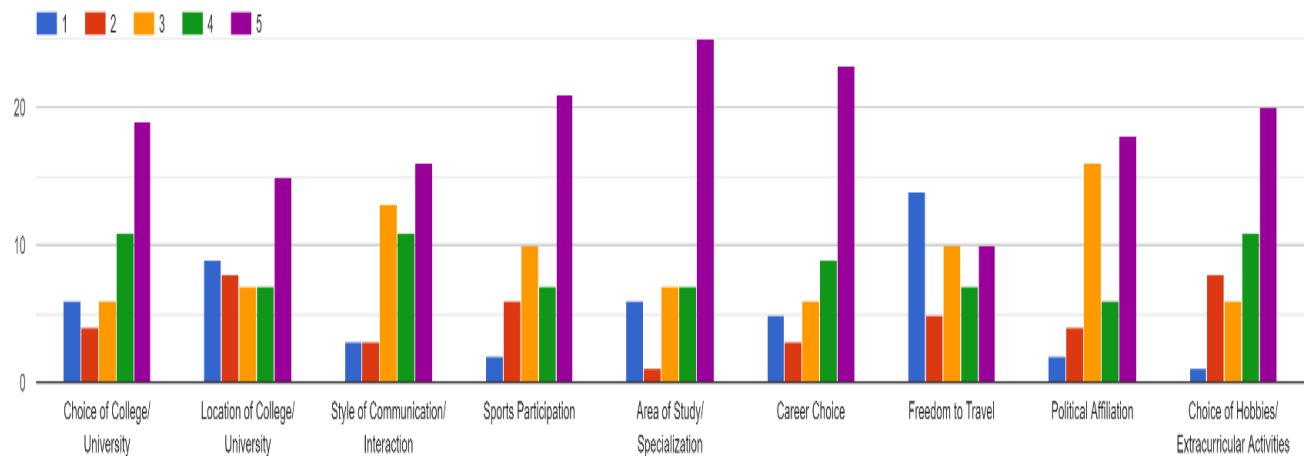
46 responses



What role did your gender play?

(On a 1 to 5 scale with 1 = Very Much to 5 = Not At All)

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



How Should Triniti Celebrate Women's Day?

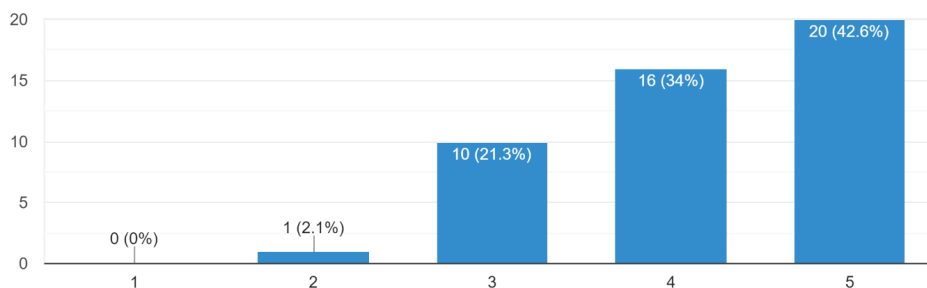
Suggestions included contributing to girls in orphanages, sponsoring a charity, conducting workshops for art, fitness, self-defense, money management, motivational webinars, books and resources for women, Starting a forum to provide mutual emotional support to one another at Triniti. Celebrating women's achievements in and outside of Triniti.

Relevance of #ChooseToChallenge

(On a 1 to 5 scale with 1 = Not Very to 5 = Very Much)

Given that International Women's Day 2021 campaign theme is #ChooseToChallenge, how relevant is this for women.

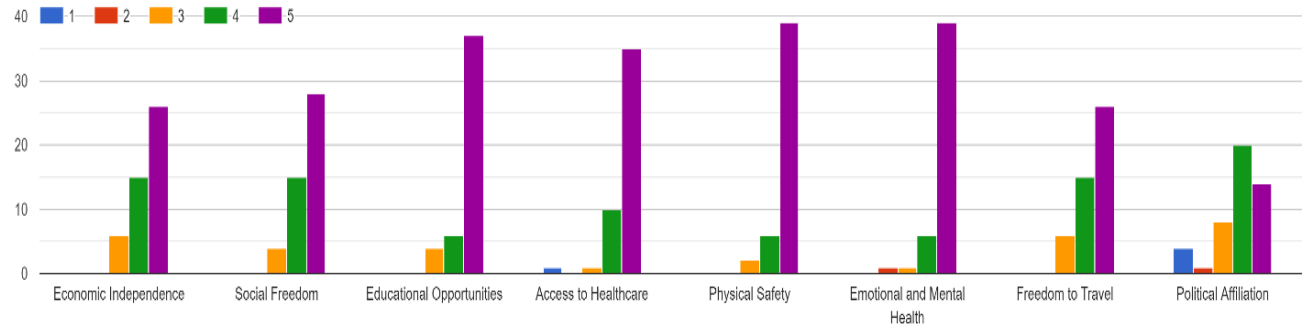
47 responses



What Empowers Women?

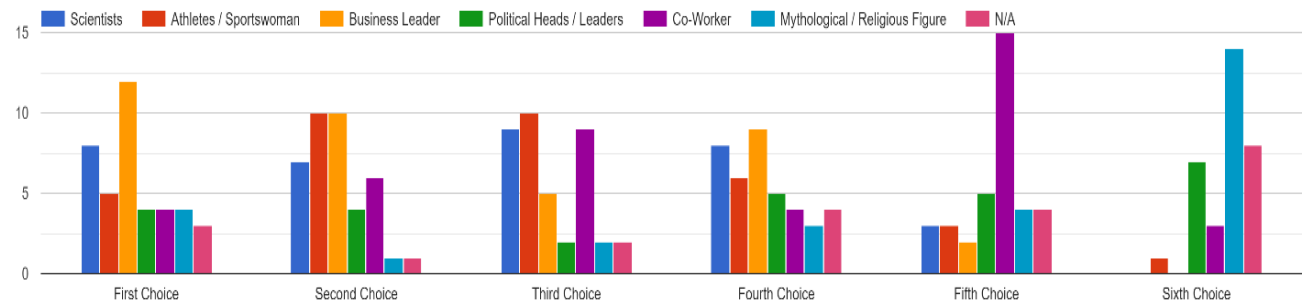
(On a 1 to 5 scale with 1 = Not Important to 5 = Very Important)

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



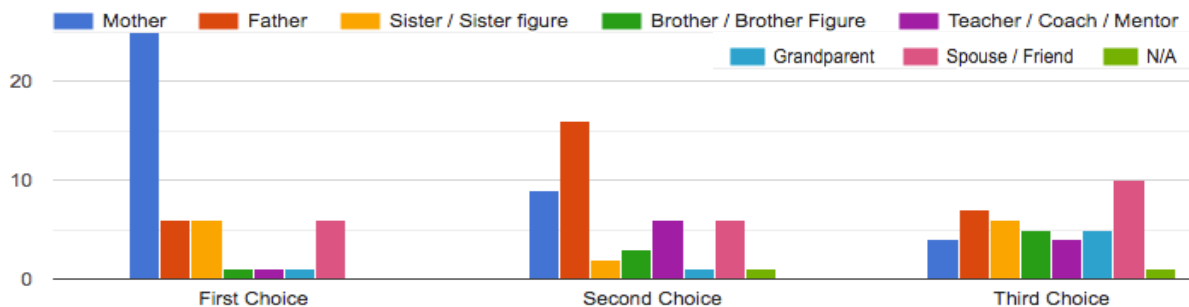
Women Role Models?

Who are your women role models?



Strongest cheerleader and source of strength and support?

Who has been your strongest cheerleader and source of strength and support?





Mom Overwhelmingly Our Biggest Supporter - Thank You!

In the survey, even when there was no choice of Mother given for a role model, respondents wrote in Mother/Mom/My Mom as their role model. Not to be outdone, the question that asked who your biggest cheerleader was, the first choice was overwhelmingly Mother followed by sister/sister-figure and father. As we celebrate the 56 smart, hardworking, and dedicated women at Triniti, I urge all of Triniti to take time to reflect and thank those 6 women, about two decades ago, who paved the way and the mothers who have been our biggest cheerleaders. To the left is a cherished picture of my mother-in-law, Vasantha Srinivasan who passed away on August 13th, 2020.

A Guiding Light

Have you had the opportunity to thank a parent for a job well done? That might sound self-congratulatory. Having missed that opportunity with my mother, I made sure I did not miss it with my mother-in-law.

Little known fact about my mother-in-law is that she was a teacher before she got married. As was the tradition back then, she quit her job and dedicated her entire life to nurturing her extended family enabling several working women accomplish their career goals because of the support she provided. *Perimma, Paati, Attai* was always there for them. In all the years of our lives together I never heard her say it or demand acknowledgement for this. She was one of the bravest women I knew, from how she handled loss to how she handled change in circumstances; always there for her husband and family. She taught us by example on how to exercise self-control, lead a humble, simple life with dignity. She taught us how to handle grief with a level of equanimity that we attribute to saints. She passed on her love of art to her children gifting them a treasure for life. I am grateful to her and doubly grateful that I thanked her for raising an exceptional set of children: although she was taken aback asking me to repeat what I had said! Her influence will always remain with us and her way of life will be our guide. Please make sure to call your Mom and express your gratitude.



Leading by Example

Let us lead our daughters, sisters, and co-workers by example. As Anitha Rao Bhupender, Associate-Trainee in Administration at TASL mentioned and practices - "If you want to achieve your goal in life, determination plays the biggest factor"

Girls are often held to an incredibly high standard in society. Let us be their example in teaching them how to face new situations. No matter the result, she will see your openness to tackle something new and unfamiliar and learn from the process. Above all let us give them a level of freedom and sense of autonomy to reach their goals. And as Jyotika Singh from TASL says, "Let's celebrate small wins to achieve big goals." With warm wishes to you and your families.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Kalpana Joshi'.

Kalpana Joshi Alamela
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