



N. L. Dalmia[®]
Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

ISO 9001 : 2015

(NAAC Accredited "A" Grade)

We Nurture. We Transform. We Create Global Business Leaders.

Sparssh

**Women Empowerment:
for Better or Worse?**

VOLUME III, ISSUE I

A Letter From CEO

True Empowerment



Prof. Seema Saini
CEO, N. L. Dalmia Education Society

“The empowered woman is powerful beyond measure and beautiful beyond description.”
– Dr Steve Maraboli

Our responsibility towards the society lies in being socially alert and willing to help all those in need, because it is indeed our moral duty to pay back all that we can, to the benefit of the society as a whole. We are an Educational Institute and it remains our foremost duty towards nation building through our own bit of CSR activity in whatever way we can contribute. From humble beginnings, to being recognized as one of the top B-Schools in the city, the story of N. L. Dalmia Institute of Management Studies and Research is a saga written in with a stamp of originality and a desire to bring environmental and social change.

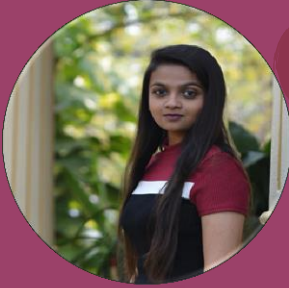
Hon. Secretary Mr. Shailesh Dalmia coined the term ‘My Social Responsibility (MSR)’ instead of CSR. The ‘seed’ of social responsibility needs to be sown within, only then can one think from the heart and mind and reflect beyond oneself, dedicating some efforts towards others and hence ‘Social Responsibility’ should begin with ‘Self’. If young minds can be fed empathy towards the society and environment, we can usher in a new era of social, economic and environmental development.

I am really glad and overwhelmed that the 3rd edition of MSR's magazine 'Sparssh' is being launched on the occasion of International Women's Day. MSR, itself is a perfect example of true empowerment of women. The theme of this edition is 'Women Empowered: For Better or Worse?' This theme resonates perfectly with the feeling, every woman feels when she knows that she is special, that she gets attention, that she is important. And all this happens, not because she is a woman...It happens because she is an empowered woman. A woman who won't live life by If's and But's, one who takes up challenges head on. True empowerment is that when women doesn't ask for giving her power, for wanting to be heard, for wanting to be shown importance. True Empowerment comes when the woman is self-sufficient and has the ability to generate enough resources for another generation, which is being nurtured and cared for, in her womb, the safest place on earth.

Unfortunately, there are forces in the society who don't want another woman in woman's womb. This is something which is grave, bad and socially unacceptable. But the logical way to understand that is that, irrespective of baby boy or girl, ultimately a woman will be giving birth to baby, if you kill the baby girl, how will you ensure that future generation are brought into this world when the source of life itself has been choked to death. Such inhuman components of the society with utmost narrow mentality deserve no place in society itself. Such forces would be thrown away by today's empowered, self-sufficient and independent woman. When that happens, that would be True Empowerment, in its truest form.

Editorial

Gauri Sapkal
(Editor-In-Chief)



Struggling in her profession, she said, “I want to start my own company.” Took suitable advice from a career coach to reach out and become a self-made female entrepreneur. As she took baby steps towards the same, she realised that women do not have enough opportunities for the same. To voice out opinions was also difficult so, holding topmost positions in society was a far of goal. The basic crux was weak so, thinking about everything else is long way. Why was the struggle of showcasing position of women in society has become a competition? There is a fear of facing themselves in society i.e. if they’ll be fitted for all the standards set or accepted. Genuinely, the mindset needs to be transformed in all division of the world. Teaching that rights should be equal, as well as opportunities and performance, are mandatory themes, reminding us that the road to true equality is still long. Nevertheless, the present seems to differ and convert their thoughts for advancement of each culture and not leaving behind humanity!

“We all move forward when we recognize how resilient and striking women around us are.” -Rupi Kaur

In this edition, we are trying to portray the various aspects of women. While all the women reading this must have experience some harsh and candid moments in their lives, we are trying to voice them all out. In extension, we put forth the work of all the people who have worked for MSR this year to bring in smiles on each female’s life.

We are pleased to all those who have contributed to making this magazine a success. We thank the management and Prof. Pius Moras for constant support and being the ray of light. We appreciate your feedback and suggestions would be most welcome.

Hope you enjoy reading this edition.



MSR Committee



‘My Social Responsibility’ (MSR), is a social initiative of the NLDIMSR, to provide an opportunity to students of the Institute to help the needy and the underprivileged sections of the society; so that they too can have a better tomorrow. Every year through a Special Committee of dedicated volunteers, the Institute used to conduct many programs which included activities like Donation drive, ‘Jalsa’ to raise funds for the social causes, New Year get-togethers for the children of orphanages in Mumbai, distribution of educational kits to the needy school going children, cleanliness drive in the surrounding areas, thanksgiving day to the cleaning staff, celebration of women’s day etc.

MSR is a feeling that we share not just objectively but in spirit. The MSR team is fully dedicated to work for the society and give something back to the world.

MSR Committee is currently working under the chairmanship of Prof. Pius Moras, Faculty: General Management, M. A., B. A.



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CHAIRPERSON'S NOTE

Women Empowerment – A mindset or a reality?



Prof. Pius Moras

Faculty – General Management

Chairperson – My Social Responsibility

Head – Part-Time MBA

Time and again we have heard that women need to be empowered. By inference it leads us to believe that they are not and hence there is a need for a positive intervention. One wonders - Is it a mindset or a reality? If we look around and see how the society treats women, we are reminded time and again to educate the girl child and empower her. Where does the problem lie - with men or women? Is it not true that it is important to 'educate' boys rather than girls? If boys and men were 'educated' well enough to respect and accept girls and women as an important and integral part of the society who form almost 50% of the human population; then much of our problems would solve by themselves.

However, our hypocritical society considers men more important than women and that is reflected right at birth with a shameful preference for boys. Even as life progresses men dominate in every sphere of life and consider it a favour to allow women to work in certain professions. Religion is the biggest discriminator of women. In most religions clergy is all male dominated. Even in certain rituals men play a dominant role as if a higher God had created males and a lesser God had created females.

It is said 'It is on a woman's lap that the civilization is nurtured.'" None of us would have been what we are today without our mothers. Giving birth to a child is definitely an event but bringing up that child with a healthy mix of unconditional love and discipline and instilling in them the values as anchors of a meaningful life is a heroic task and is mostly accomplished by our mothers. We worship female deities in places of worship but at home women are rarely given their due. It is the mindset that has made them look weak or powerless whereas in reality they are inherently strong and are one step ahead from womb to the tomb.

There was a time when India and many of its neighbours had women heads of state. In the world too many women like Margaret Thatcher or Golda Meir were icons in their own country. In the 20th century over 50 women have been Prime Ministers or Presidents of different countries all over the world. Today women are playing important and critical roles in the Armed Forces too. The list is endless and despite the fact that these brave women have been pioneers and had the courage to break the glass ceiling; due to the age-old biases and the traditional mindset of a male dominated society they are not given their rightful place.

Now the time has come for all of us to recognize women as equal partners in building up the human society and give them their due. It is also important for women to change their mindset and consider themselves as equal to men since in reality in our society men and women are like the two sides of the same coin; complimentary and inseparable.

We are what we think we are. Let our mind be a fertile ground for enlightened thoughts so that we all men and women work together to make this world a better place and leave it in a better shape to our next generation than what we have inherited from our forefathers.





**NEVER SETTLE
FOR LESS**

Women Empowerment – for Better or Worse?



Prof. Dr. Dinesh Hegde
Chair Professor – Research and Consulting
Dean Academics

There can be no two opinions on women empowerment and its desirability in a progressive nation like India which recognised and took concrete steps in according franchise to women long before many others did. Also, the fact that women have been in the forefront in many a profession such as science, space, medicine, engineering, music & fine arts, police, defence, academia, corporate, media, public life, entrepreneurship and the like, bear testimony to the plentiful opportunities and ample space available to them. Needless to say, this hold true not only in India, but globally too. Above all, women have made a deeper impact by way of their “economy of affection” evidenced in developing countries like Asia, Africa and even western countries, not only during war time, but also during peace time. The Grameen Bank in Bangladesh and Bandhan Bank closer home in India are stellar examples of economy of affection at work! The demonstration has been so forceful as to cast serious doubts on the so-called rationality assumption of utility maximization on the part of households!

Nevertheless, a few concerns linger on possible perverse response at times, leading to undesirable outcomes on family as well as social fronts. For instance, the # me too controversies and one-sided view of society at large and law courts in particular in awarding huge compensation awards post-divorce. Thus, when carried to the extreme, young men, it seems, are reluctant to enter into marriage alliances apprehending financial drain in such likely eventualities. As a consequence, if one were to see more and more live-in relationships bound only with contracts, it should be worrying as to possible implications on the family fabric and, in effect, on the social fabric.

Now, coming to the question – better or worse, would depend on which side scale is likely to tilt over the long- run. One can only hope, even if the tilt is on the not so desirable side in the short -run, it would become self-correcting with better sense coming to prevail and moderating influences of the family and societal values.



Underestimated



Thanmayee Vemula
GMBA

It is so confusing, I'm the queen and yet treated as slave, I'm the goddess but worshipped only in stones, I'm the power yet I'm powerless, even the Gods know I'm the ultimate source. Thus, the reason for the gift of giving birth to life was given to me and today it is used against me to make me feel helpless.

They assume I need to be empowered but weren't they the one who overpowered me in the first place to make me feel powerful? Even today they think I need their help to strengthen myself, really? Does that thought fuel their ego? It isn't me who is in need of empowerment, it's them who think woman are weak, they are the ones who need to empower their thoughts.

When the thought of empowerment comes to your mind, y'all think I'm dependent, subordinate, unworthy. Till the time you keep thinking like this the word empowerment is a curse for woman.

Even God knows I am powerful, strong and self-worthy but men, will never stop underestimating. After all, it is not my loss. Slowly and steadily I will reach my deserved spot and you being the ignorant and arrogant, keeping your eyes closed. You can stop me but not destroy me, you can abuse me but not degrade me truly.

Keep chanting your mantra of empowerment thinking you are the one giving me strength, I don't really need it you know why? because I'm strength. It is not empowerment I desire it is equality I crave and I'm the one giving life. If you want to do something, let me live or else leave.



Don't Empower but Accept Her



Manaswi Mulchandani
PGDM HR

Our generation is becoming so busy trying to prove that women can do what men can do that women are losing their uniqueness. Women weren't created to do what a man can do. They were created to do everything a man cannot do.

So everyone out there talking about feminism, gender equality, women empowerment and what not, must understand the pickle is not about equality but, it's about accepting the fact that men and women are different and unique in their own way.

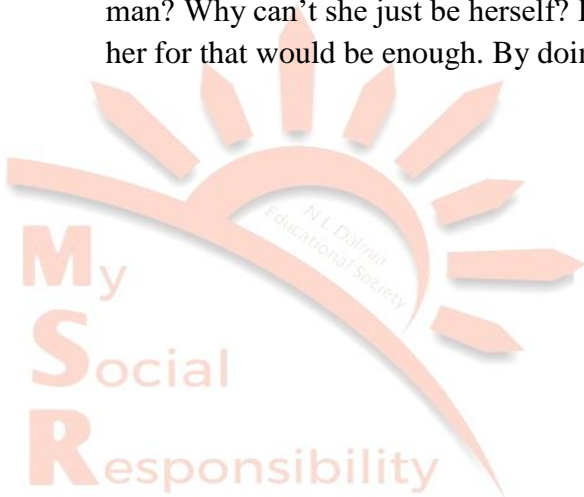
We all associate women empowerment with her education, Qualification, Job profile, Salary. So If a woman works in MNC and earns a fair amount we consider her to be successful and independent and thus empowered. But, what if the same woman is not happy with her job, she is unable to handle the pressure and still continues to work because her in-laws need a working girl for their family. On the contrary woman married in a very rich family, enjoys all the luxuries in life but, is refused to work because the family feels that it may hamper their status in society. Will you consider her empowered? Everyone who thinks they can empower women, considers women are weak at first place and thinks that by providing some opportunities they can empower her. What they fail to ask is a multi-dollar question

“What women want?”.

We always decide for her and try to fit her in a designed framework. We have never considered what she actually wants and always judged her for the choices she made.

“Talk too much: She is feminist, laugh too much: She is easy. Why so much pressure to be thin when it's fun to actually sin? Married then aunty, single is lame and unmarried is a shame. With your books you are nerd and with a dark lipstick you are a slut. Size 0 or XXL that's my choice so what the hell. Let's go off the taunts, **That's what women want.**

A woman is ridiculed because she a home-maker. The fact that she blessed with an ability to create a new life is turning into debility for her. Why at every point she has to prove that she is not less than a man? Why can't she just be herself? Don't empower her just accept her the way she is and respect her for that would be enough. By doing so you shall be empowered.



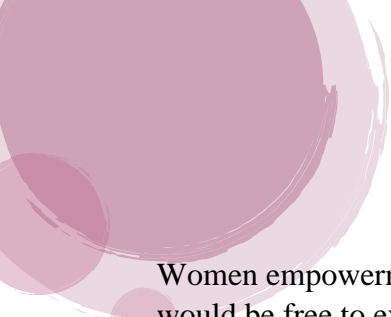
Empowerment: Imprint of Human Rights



Prof. Dr. A. Kaul
Faculty – HOD General Management

Women are quick to start home-based or micro-businesses and create over half of the almost 9.7 million such jobs around the world annually, as estimated by Forbes. The first computer programmer was a woman, Augusta Ada King, Countess of Lovelace. Almost half of the world's 7.6 billion population is women. This population experiences job, social, and economic discrimination on a daily basis. Empowerment can make neighbourhoods more safe and secure. Financial empowerment would spur economic growth. Some 74.8% rural Indian women are agri-workers, yet only 9.3% own the land, informs UN Women. The 'feminization of agriculture' in India survives on the demands of 75% of the women workforce; 33% as cultivators and 47% as laborers, according to DownToEarth, 2011. The phenomenon has spun similar measure around the globe delivering agricultural produce to feed the populace.

The Constitution of India grants gender equality. Article 39 provides for gender equality with respect to the right to livelihood. Unfortunately, Article 16 applies equality of employment only to public employment, taking away an important dimension of equality and empowerment. Although the Equal Remuneration Act, 1976, has been passed to offset this principle, in practice, the act is applied only to public sector companies, states the Food and Agriculture Organization, UN. Thus, the wheel of women empowerment waits for a rain check from the Constitution and limps along the circle of endorsers and endowers, happy in the meanwhile, to avoid a tailspin for its varied other dimensions. The ranking of women empowerment in India in the UN Human Development Index was towards the bottom of the list, 135 out of 147 countries, in 2015. Whilst the index itself is 130 out of 189 nations, 2018. The World Economic Forum ranks India 108 out of 149 countries in the Global Gender Gap Report, 2018. In India, the lack of women empowerment is stunningly acute in the Central and Northern states based on Women Empowerment Index calculated by the Hindustan Times from the 2015-16 data of the Ministry of Health and Family Welfare, with the paucity strikingly shameful and ever so poignant in the rest of the country, as seen from the score levels. Women in India have 10 percent positions at the ministerial-level and 11 percent of positions in the national parliament, as observed by UN Women. Data on income earned, property owned, and time spent by girls in household chores is required for better policy making, indicated Melinda Gates of the Bill and Melinda Gates Foundation, Annual Letter 2019.



Women empowerment would release the socio-economic pressures on men. Both men and women would be free to explore and choose life-paths and career-goals according to their own true aspirations and persuasions, whether complimentary or not. Political empowerment of women would lead to better protection for the girl-child and more focus on issues of poverty, education, and healthcare in society. Two-thirds of the almost 781 million adult illiterate people in the world are women, as are more than half in all regions of the world. Literate empowerment will release new fountains of performing and non-performing arts, and sensibilities to vocation. This indulgence would genuinely impact the human aspects of quality of life for many. Empowerment will help shift the pressure-balance from beauty to brains, from looks to depth. Global indigenous tribes will flourish and survive, as opposed to becoming extinct or nearing extinction, in their own domains and color of ethnicity.

Personal empowerment will put a check on the rate of growth of the population removing varied pressures and demands on the earth's natural and human-made ecosystems. The common trajectory of the world's destiny can shift slopes towards a wholesome future in sync and harmony with the forces of nature and natural wellbeing, ensuring a kinder and gentler tomorrow for all. Empowerment of women can unleash the power of creativity and nurturing, lending unforeseen possibilities for the transformation of society and communities. Just as education helps multifaceted development of the economy, empowerment of women can be effective in the multifaceted development of the socio-economic fabric of society, which is grossly coarse in its condensed prosperity that has been, and is, predominately and perpetually dominated by the opposite gender.

Empowerment of women could be threatening to many, to whatever degree or beyond description, for if nature can be cruel, empowered beauty might be harsh or unkind in its whimsical disposition; some might fear and others might wonder. Substantial empowerment by the culture and society would expectedly mean that a learning curve will prevail in transition. However, continuing the status quo is a virtual compromise on the social contract between people and their governments and between society and corporations. If women empowerment appears to be ubiquitous, which it is not; if it seems to have been accomplished, which it is not; if it conjures up questions as to what else next, isn't it already a sustained laissez-faire, which it is not; a reminder that empowerment of women is an imprint of human rights.



Feminine Touch



Mitali Salgaonkar
MMS

It's rightly said that *"If you educate a man you educate an individual, but if you educate a woman you educate a family"*. This simple African proverb sums up what empowerment of women can do. Women empowerment has a compounding effect on the society because they have been attributed as the primary caregivers. Even today we are plagued by issues such as gender wage gap and India's low ranking in women's participation in active workforce. If women's contribution is increased, it will lead to significant additional contribution to the economy. The other day, it was Savitribai Phule's birth anniversary. She has been single handedly attributed for pioneering women's education in India. But her journey wasn't easy. She had to go through a lot of turmoil before she could establish an education system for girls. However, what made her take this issue up? It was a result of the encouragement provided by her husband that empowered her. And today we all are benefitting from this minuscule initiative she led.

Women have been attributed to be intuitively business oriented and brilliant multitaskers. Take examples of stalwarts like Oprah Winfrey, Ruth Handler, Kiran Muzumdar Shaw. These women have struggled to take their place on the board of companies and worked harder than their peers to prove their mettle. Empowerment comes through robust effort on all fronts including change in attitudes, perspectives. The self-help groups for women are a living example of what empowerment can do. The core focus area is empowering these marginalized women to attain means to sustain and earn for their modest living. Usually, these women have to fend for their family and themselves because their husbands spend their wages on alcohol. This leaves these women with no real choice but to take the matters into their hands and earn to feed the family. A stepping stone towards being empowered is financial independence which is provided by these Self-help groups.

Often, the argument steers towards about how sometimes women take advantage of being oppressed for all these years and using it to avenge their revenge. That may be a possibility but proportion of real to fake instances is significant. And hence this should not deter us from working towards women empowerment.





WONDER WOMAN

Awareness of Women Empowerment



Siddhika Pawar
GMBA

Women empowerment means to support and promote women for their economical as well as social development. Empowering women is very necessary to bring gender equality or other way i.e. gender equality is very necessary to empower women.

Women for centuries have been confined to the houses and are held primarily responsible for doing the house hold chorus. The situation of women remains same in every underdeveloped or developing nations of the world, with few exceptions. Women in such societies are not allowed to socialize like the men and they are not allowed to work; pushing them more towards confinement. They are not allowed to make significant family decisions and are forced to be inferior to men. On the contrary, the situation is completely different in some developed nations, where women have achieved social and economic status with the men of the society.

Numerous laws exist for empowering women however none are effective and followed by society. There should be some effective and tight laws which can be followed by everyone. It is not the responsibility of our government only, it is the responsibility of each and every individual. Every individual need to change their mind towards women and strictly follow all the rules made for women empowerment.

Only rules can do nothing, it needs to understand the theme of rules, why rules are made, why women empowerment is so necessary for our country and other questions. It needs to think positively, it needs to change the way of our thinking about women. Women need to be given full freedom, it is their birth rights. Women's mindset need a change that they are weak, instead they need to think that they are powerful and can do anything like men.



Power to Women



Shristi N Thorat
MMS

Women have the strength to bring a new life in world. The life of women has many responsibilities, so they need empowerment not only for themselves but also for the people around her.

Women are powerhouse of home, without them the home can't be a happy place to return.

Women have right to control and enjoy benefit from the resources, assets, income and their own time, as well as the ability to manage risk and improve their economic status and well-being and for betterment of the Society.

Women development helps in the overall sustainable development of the nation. Women have sort of bargaining they gain more opportunities for economic and political policies in account of making a better choice or in settling the matters regards to the minor household problems of the country.

A woman when empowered has the knowledge to pass it to the generation ahead in the Social life. Single women can guide much more people to right direction that helps the overall growth of the Economy.

Arundhati Bhattacharya the First Women Chairman of State Bank of India. She being from Kolkata were she formally joined as a Probationary Officer and in her career of 36 years she has severd positions with the bank including working in foreign exchange, treasury, retail operations, human resources and investment banking. That helps in powering and working as the leader of the biggest bank chain of India. The root problems of people were known to her where she could imply policies and help people.

Power the Women is Boon to Society so let's give her the wings and power to fly.



Because the P_♀wer Lies Within!

Prof. Chetana Asbe



“Shlok! Shlok!” went out his morning alarm, his mom, “Wake up soon *beta* or you’ll be late for school”. Anuradha was in the midst of her daily chores- from finalizing the presentation for her client meeting to finding a pair of grey socks for her husband. Sure, it seems hectic, but this was how her day usually rolled out and eventually extended to many different roles. She was a great wife to her husband, a wonderful mother to her son, a caring daughter to both the sets of her parents, a perfect friend and a star-performer at her workplace.

Many of us are ‘Anuradha’ or can easily relate to her in an Indian metropolitan setup. Well ergo, she is fairly my perception of a modern-day Indian woman. A woman who is a constant source of support and inspiration to her family and society. A woman who embraces all her responsibilities gracefully and with a smile. A woman of substance!

But, I really wonder if Anuradha had to be ‘empowered’ to play these roles. Empowering suggests ‘*giving someone the authority or power to do something*’. And, I surmise that neither men nor women can give powers to each other. They’re both born with their own set of super-powers. However, fortunately, in the last few decades, plenteous opportunities have been offered to women where they could exhibit their unexplored powers and skills.

However, hitherto, despite receiving ample of such opportunities, women are compelled to make a choice. Regrettably, they have to aversely pick between being a house-maker or a career-woman. I have been fortunate to be associated with an organization that does not constrain me and helps me in being *balanced* and *complete*. I so wish to experience an Indian society with many such thoughtful organizations. Yes! I yearn to see many more ‘Anuradha!



Women - Leadership potential unlimited



Prof. Dr. Rima Ghosh Chowdhury
Faculty – HOD HR

Usual top qualities associated with a woman in the workplace – multi-tasking, balanced collaborative outlook, sensitive approach, emotional intelligence, organised and planned, empathy and deep listening skills. There is an aspect of Indian culture here. As per Hofstede's model which researched the cultural dimensions in various countries, India is considered a masculine country with a score of 56 on this dimension of Masculinity vs Femininity (MAS). This indicates that the Indian society is majorly driven by achievements, success and competitive spirit, which are perceived to be masculine attributes. Women in responsible positions do possess these attributes and also the 'perceived' feminine qualities of emotional drive, relationship-building, intuition.

Empowered women build nation, just like men do. To me, the term Leadership is gender-agnostic, but when used in the context of women, Leadership can have multiple dimensions.

Not everyone is a born leader, rather most are not, yet through life experiences, openness to feedback and willingness to improve, they are catapulted to leadership. Learning to fail is also a part of learning to succeed. You become a leader not when you are in a position of power, you become a leader when with or without position, you have the power to influence the lives around you and they are all rooting for your success. Sometimes leaders need to be direct and firm. At other times, empathy and compassion are most needed.

My journey – never let anything come in the way of your goals, guiding the team to where they ought to be, ensuring equal presence at a conference room and also at kitchen to rustle up family's favourite meal – all these have made me what I am today. There have been situations when both the career growth cycle and family cycle needed urgent and immediate attention. In those moments of 'what should I do?' the inner voice has guided me to think 'what do I really want? Am I willing to give up one joy of life for the other?' The answer was NO. So, I moved on to take challenges head on, with a promise to not keep unrealistic expectations from life. I have experienced days - of long flights for business purpose, coming back home to finish office stuff, cook for my kid and sit at a dinner table to have that one meal with the whole family and then work on my PhD by burning midnight oil. I am a wife, mother of a 11-year old daughter, daughter and daughter-in-law to my ageing father and mother-in-law respectively, academician, head of department (HR) of a premier B-school, mentor to my students, corporate consultant, travel writer on instagram, coach to team members... WE can don multiple hats.



A WOMAN'S STRUGGLE

Strong girls, Strong world



Sanjana Singh
MMS

It cannot be denied that we live in a country where many a time women are regarded as inferior to men. This gender inequality is something that gave rise to women empowerment as a remedy. Women empowerment does not seek to obtain for the women a higher position than men but to simply able them to make their own choices and decisions and have a equal status in the society. I believe the first step in empowering women is educating them. It grants them the freedom of thought and the ability and confidence to express ideas in the right manner. And education should not be a privilege enjoyed only by the elite but should be within the reach of all. Every girl whether in the city or otherwise should possess the right to be aware, pursue knowledge and have a vision. Today's educated girls become tomorrow's confident woman who will contribute to her nations' prosperity. The possibility of providing a healthier and happier life should be reason enough for encouraging girls' education. In addition, this is in the best interest of the society as a whole. If we look at it, an educated woman not only uplifts her family but can serve her nation as a doctor, a soldier, a teacher, a reporter, an athlete, a pilot, a lawyer, a policewoman and so on. So, there is no doubt that by empowering women you are building a better future.



Live – Love – Laugh... because you're a Woman!

Sheetal Lakhani

Educational Psychologist & Psychotherapist



Real empowerment walks in when one woman holds another woman's hand and helps her in fixing her crown. As a teenager, I remember I was fumbling, dumbstruck, anxious and nervous when I got my first periods. It was a woman back then who held my hand and told me its okay; let's welcome you to the world of power. Then came a time when my emotions took over, hormones played a role of a villain and friends seemed foe. Again, a woman in the form of a teacher helped saying – you'll get through this, hold on; persistence is the key. College started, I wanted to feel love and was amazed seeing the depth I had as a woman to not take but give love that I carried within. Marriage walked in and it felt peace when an elderly woman held my hand with her words of wisdom. I grew tall and happy because I had a woman every time assuring me that I have boundless potential within me, if need be, mountains can be moved. So you see, it's time we help each other grow rather than tearing each other apart. Let's kill viruses of hatred, jealousy, inferiority. I am me and you are you. We are made to know life as a woman and become aware of our strength will full consciousness to experience the joy of being in totality. Empowerment will begin when you realise what's important and what isn't. When you learn to care less about what other people think of you and more about what you think of yourself. When you realise how far you've come and you remember when you thought things were such a mess that you would never recover. And when you smile. You smile because you are truly proud of yourself and the person you've fought to become. Remember – you are the currency of life. Live it, love it and laugh it. Walk by faith and not by sight. And here you are:

Living to help, to help others to live...

And giving a shattered soul

A new meaning and hope to live, when all is lost.

To help build lives... From scratch,

To show God's concern through human hands.

Then man believes,

And helps others to believe


That I am a woman born to let you know-

Reminder to all those empowered women – Hail it,
Nail it, till you make it. Your potential is
boundless.



Man behind Empowered Woman

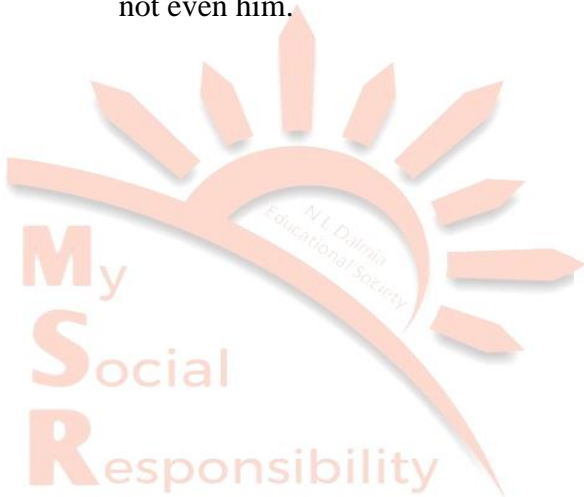
Alifiya Nasikwala
PGDM HR

A circular portrait of Alifiya Nasikwala, a woman with dark hair, wearing a dark blue blazer over a white shirt. The portrait is set within a decorative, layered circular frame in shades of purple and pink.

Women are empowered for the better. The reason being women are getting educated and are looking for a life beyond the four walls of their house. Women are making their mark in every field. Mary Kom is among one of the best examples in India, as to how even after being a mother she never gave up on her dreams and still continues to pursue her career, against all odds. She is the only woman to become World Amateur Boxing champion for a record six times, and the only woman boxer to have won a medal in each one of the seven world championships. And yet she inspires thousands of young girls to chase their dreams in boxing, even though in a country like India boxing is still considered as a masculine sport.

I come from a family where my father has lived with 4 women (my mother, 2 older sisters and me), even though my father belongs to an extremely conservative and orthodox family, he never really stopped us from studying or pursuing our dreams. Even though education being expensive and the lifestyle in south Mumbai is comparatively different than otherwise, he never let us feel that he wasn't doing enough for us in terms of education. He put the 3 of us in the best school and that meant we would have to travel for almost an hour or more daily to commute to school. He encouraged us to take part in the extra-curricular activities, even though he would have to come and drop us to school at 6:30 – 7 in the morning. He never questioned our dreams, he always invested in them, with all his effort and time.

To get admission in the school that I belong to was no cake walk, it meant standing in the line for hours and getting the admission form and then waiting for the interview to happen. The school refused to give the 3rd child admission and i.e. me. My parents did not give up and the school was finally convinced to give me admission. The struggles to get in a good school were real. Here was my father empowering the 3 of us for a better future and life. He never stopped my sisters from working, even if that meant they would be earning more than him. All these issues never seemed to be a concern for him. He was always so liberated and open minded, that he always felt that, education was important and that no matter what happens his daughters should never be dependent on any one, not even him.



Sarva Sakhi Swabhiman (S3 - Stree) Project

Dr. Rekha Bajaj,
Education Ambassador,
Indian Development Foundation



Shehnaaz was leading a difficult life just like any other woman from a similar very lower income group. She would wake up very early in the wee hours of the morning without even getting enough sleep in her 60 sq.ft 1 room shanty, to wait in the long queue to fill up the day's water requirement at the 2 single taps provided at the Pathanwadi slums in Malad East in north Mumbai.

Sometimes if she tried to steal the luxury of oversleeping even for 10 minutes, the queue would get so long that she would lose all hopes of filling up her 3 pots and 3 buckets of her daily water quota. Her morning chores would begin hardly a couple of hours after the night chores ended. The whole day she would toil to cook, clean and wash for the huge joint family of an ailing mother-in-law, an alcoholic husband who would do odd jobs at irregular intervals and 4 kids all below the age of 10. Life was very tough since her husband did not earn much to fulfill the family's needs and she did not have the time to go out of the house and seek work. Who would give her work? She was illiterate and had no skills except cleaning utensils and sweeping floors in the faraway posh housing colonies. She was tired of the abuses and beatings of her alcoholic husband whenever she would ask him for money and sometimes for no reason at all he would just beat her....

In her daily prayers she only prayed for a better life for her children. The one good thing that she had done at the advise of a neighbor who worked as an "ayah" in a school was that she had enrolled her 3 older kids who were 10, 8 and 5 years old in a nearby school, St. Thomas Mar Thoma School, in the slum area run by the Mar Thoma Church group.

She was otherwise fed up of life, she had no aspirations, she did not know what dreams are made up of..... but that was until Indian Development Foundation entered her life.

It so happened that one day when she went to pick up her children from school her eldest son in class 5 thrust a form in her hands and informed her that some "good helpful people from IDF" are going to start classes for women who have never gone to school. They will be taught by the school teachers free of cost.

Shehnaaz too wanted to come out of her abusive home. She was always at a loss since she could not help her kids in homework. She would not understand anything that the teachers of her kids told her about the progress of her children. Here was an opportunity for her to learn, something which she had missed in her life. Should she take it up? What would her husband say? He would beat her black and blue even if she mentioned about joining a school. Her mother- in- law would create a big issue about stepping out of the house.

She kept the form under the wheat flour bin at home and every morning while kneading the dough looked at it and then folded and kept it back again in the same place.

But one day after a week when her son Yaseer and daughter Zainu came back from school they insisted that she too join the school since their friend's mothers were joining the program. Though she tried to calm them so that their father who had just come home does not hear about it; they started crying and yelling. And then that happened which she could never have imagined of, even in the remotest possibility; that her life would take a turning point.....

After listening from his children about the scheme of free schooling for mothers her husband thought for a while and when he opened his mouth he said "Yes".....

Her husband had earned some good money that day and was in a better mood and gave her permission to go and learn since it was in the children's school, a presumably safe zone for women and that too for just an hour. He also probably thought she would be able to keep an eye on the kids. Her ma-in-law too thought that she will get some rest if the daughter-in-law was not at home for a few hours so did not resist the idea.

And that is how IDF changed the life of not only Shehnaz but a few hundreds of other women like her. Shehnaaz started attending school. There were tears in her eyes on the first day; tears of fear, tears of shyness and tears of happiness. She kissed the books and took pride in her own new pen and other stationary distributed by IDF.

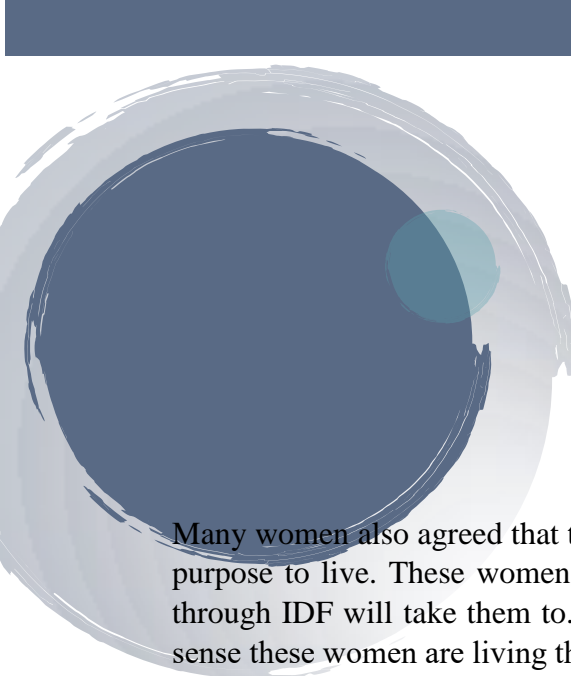
The first session was inaugurated by Dr. Pillai, founder President of IDF. He spoke to the women and told them to dream, inspired them to change their fate, motivated them to improve themselves and show to the world that learning has no age limit. Dr. Pillai and IDF's Sarva Sakhi Swabhiman (S3) project gave these women hopes of a better tomorrow.

Shehnaz records her sincere appreciation to Devi Teacher who teaches her regularly and the care given by the Principal Mrs. Joice Dias from St. Thomas Mar Thoma School.

Over the next few weeks Shehnaaz started looking forward to coming to school. She felt so happy learning with other women, a few she knew earlier and many she had met at school. They enjoyed their time learning time together with the Teacher. For Shehnaaz, the teacher became her best friend, her mentor, her God.....She could share everything with her.....and get solutions for even the problems that she faced at home.....

IDF would monitor the progress of the student mothers from time to time. Within 3 months of schooling Shehnaaz and the other women of the class had learnt A to Z, learnt to recite poems, do math sums and speak a few sentences in English. Now they know all about hygiene and how to keep their children safe from disease, wash hands often, keep their neighborhood clean. Her children would very excitedly want to help their mother with the homework.....The family bonding got better. The kids took pride now that their mother was studying in school. Many kids would envy them and insisted that their mothers too joined the next batch.

The 35 women also participated in the school's annual function and danced to a Bollywood number in beautiful costumes. For women who were always confined to the 4 walls of their room, IDF's Sarva Sakhi Swabhiman (S3) project had given wings to their dreams. With thunderous clapping from the audience, the women were given a standing ovation for their performance. Never had they felt so thrilled and honored in their lives.



Many women also agreed that their parents had given them birth but IDF gave them LIFE and a new purpose to live. These women were also super excited about the impending picnic that the school through IDF will take them to. They had never been on a picnic in a school bus before. In the true sense these women are living their actual childhood now..... thanks to IDF.

IDF is also indirectly responsible for improving their family life too. Shehnaaz and other women like her have become more tolerant of their in-laws and kids. Shehnaaz has started moulding her husband slowly and steadily to be clean, to consume less alcohol and save money for the children. She herself feels that a few changes have started coming in her husband too though he has still a long way to go but she is ready to wait till he improves completely. She always believed that children were gifts of GOD but IDF made her realize that to nurture them and give them a good life was also her and her husband's responsibility.

Soon IDF started a livelihood skills program where a Teacher imparts vocational skills of stitching, embroidery. IDF inaugurated a stitching unit for these and many other women in the school.

Hundreds of kilometer away in yet another rural slum; Rukmini a poor widowed woman has traded her afternoon nap time to learn stitching and embroidery at a centre in Hyderabad. along with a group of 35 other poor women.

Through IDF's Sarva Sakhi Swabhiman (S3) sewing machines have been donated and installed Hyderabad, Nalgonda, Jaipur, Bangalore, Nilgiris, Basti centres and women now are being trained on vocational skills of stitching and embroidery.

IDF's various livelihood generation projects have helped many women to earn for their families, send their kids to schools, gets medicines for their ailing spouses or get them operated.

This is not the true story of only one Shehnaz or Rukmini, but the real stories of almost all of the 300+ women who have enrolled in IDF's women empowerment projects sound similar.

IDF currently has Sarva Sakhi Swabhiman projects S3- projects in Pathanwadi/ Nalgonda/ Hyderabad/ Jaipur/ Chennai/ Bangalore/ Ooty/ Basti (UP) and many other places.

IDF has given these women the backbone to stand with their head held high in society; hence the name Sarva Sakhi Swabhiman which focuses on Women's education and Women's livelihood Skills.

Indian Development Foundation (IDF) is a leading national NGO working for health, education and development. IDF has an excellent track record of over 33 years of humanitarian service. Networking with over 100 health projects and 200 Bal Gurukuls (after school programme for poor children) in India, IDF has also established 12, S3 Projects to empower and educate women in the society.



THE OTHER SIDE OF IT

Men, Women Both as Equals



Raushini Bose
PGDM Finance

Two seemingly self-explanatory words that have an immense depth to it. Empowering Women refers to complete emancipation of women from socio-economic shackles of dependency and deprivations. Though it is often made synonymous to gender equality, the term women empowerment encompasses a much larger set of principles that need whole-hearted attention. Empowerment of women means encouraging them to be self-reliant, economically independent, have positive self-esteem and incite active participation in various socio-political development endeavors to improve the quality of life for themselves, their families and communities.

Traditionally women were trained to appease the people around them by bending backward till they found themselves lying flat on the floor as someone trampled all over them. However, the lives of women across the globe have drastically changed during the past 20 years and they are more empowered and liberated than they were ever before. But this rise of women's empowerment has given rise to the question whether it has made things better or worse.

Unfortunately "empowering women" today is a euphemism for giving women special privileges. It is not about equality of opportunity but equality of outcomes in selected areas only that are advantageous to women. The rising number of false rape cases filed by disgruntled women reinforces this idea that empowerment also has an ugly side to it. Sometimes women feel entitled simply because they belong to that group. For example, there is a general misconception that women should be respected regardless of how they act. No, you earn respect, regardless of whether you're a man or a woman. A number of cases of blackmailing have also come to light. It all begins with blackmailing. Many times men are blackmailed and asked for favors. They are threatened that if they don't fulfill the demands, they will be accused of sexual abuse.

Thus while women empowerment has mostly positive effects on society it shouldn't create any bias against men. After all, the Creator created men and women to be complementary and supplementary to each other. And a society where people are allowed to live their lives irrespective of their gender is one where people do not just exist but thrive.



Decoding what is Woman Empowerment



Ameya Chandak
PGDM Finance

Woman Empowerment is a tricky subject to write on. Balancing views from both sides of the spectrum are needed. Unfortunately, every discussion on it becomes a gender issue and the respective genders begin to defend their arguments taking rationality for a toss. My aim is to be neutral and aid you to understand what woman empowerment really is.

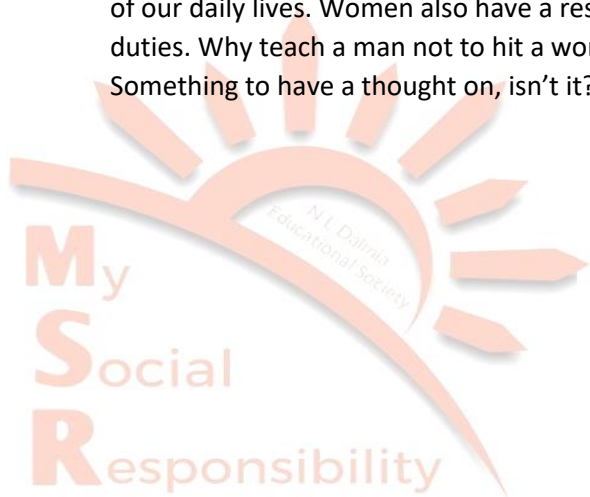
First things first. What is empowerment? Granting someone the right or authority to do something. So you might be thinking were women not given the right to take decisions? Sadly, in many spheres of life and since millennia, women were subdued, forced to take secondary roles and were not allowed autonomy to even decide for themselves.

In the last few decades, women have realized their worth and a movement has born out of the desire to assert womankind. This has led to drastic changes in the thinking and mind set of people. From not getting the right to vote till the turn of the last century to the times when they head governments and humongous corporations, we have come a long way.

But every coin has two sides. To protect women from sexual harassment, rapes, dowry and other crimes, strict laws were made. Laws which unduly favour women and have the capacity to put men behind bars without a proper enquiry. Divorce laws are made such that a man is considered a criminal. He has to pay alimony even if his wife is capable of earning for herself. He has to pay for child support and has virtually no chance of the custody of his child. Until a few months ago according to Indian laws, a woman was not capable of adultery, and a man was liable to be criminally prosecuted. Such an irony!

Woman empowerment has led women defend their rights, get full education and to be financially independent. This has led to an unusual problem of increasing divorce rights in India. Men are not able to accept the new reality that women are equal partners in marriage and not just a person who will readily accept every decision of theirs.

I look forward to a world where woman empowerment is not a hot topic to be discussed. It should be a part of our daily lives. Women also have a responsibility to have not only equal rights, but also perform equal duties. Why teach a man not to hit a woman? Instead teach a human being not to hit another human being. Something to have a thought on, isn't it?



Do we need Women Empowerment?



Gautam Singh
PGDM Marketing

I generally restrain myself from discussing on such a topic because I do not feel that a mere debate or discussion will give a solution to such a sensitive case. Hence, I rather decided to write and express my very honest view on this.

So I process this question this way. Why there ever came a need to empower women? One, because women in the society felt that its' probably high time that they should have their basic rights and therefore authority to control their own life. Second could be someone understanding the importance of women in progress of a country and hence the empowerment.

But if we go a step back and let's assume what the position or power women holds today was 10 years before, would empowerment been the reason or do we think there could have been something much practical.

Empowerment only stretches as a word very long, but the effect it creates practically is not on its own. What modern women today have, as rights and power would anyway have been existed with time and that was not because of empowerment campaigns around the country but because individual women were getting educated and excelling in their fields. And over to that the fields were never limited, they excelled broadly into science and technology, sports, politics, arts, business, finance & banking and what not.

It is interesting how it takes a woman to first excel in something and later to be shown as an example of empowerment. Whereas in reality and majority, a successful women need not be empowered to achieve her dreams. It is just the matter of Respect. Yes, respecting her thoughts, views, ideas and dreams are very much enough to make her successful.

Let's just stop dragging her into this big empowerment game and rather just respect her existence and space. This will be enough for her to get empowered if we do it one hundred percent religiously.



Are ye to ladki jaisa hai !

AG

Are, ye to ladki jaisa hai !
Ladka thodasa kamzor pade to ladki jaisa,
ladka thodasa ro le to ladki jaisa,
ladka thodasa jazbati ho jaye to ladki jaisa.
To fir ayy ladke,
Paida hote hi mar diya ja, ladki jaisa,
Santan ko janam de, ladki jaisa,
Mahine me 5 din apno me achhut jaise reh, ladki jaisa,
Khudka ghar chhodke kisi anjan ko apna ghar bana, ladki jaisa,
Kaam ke sath ghar sambhal, ladki jaisa,
Kamiyabi pe taaliyo se zyada shaq ka shikaar bann, ladki jaisa,
Har waqt izzat ka khatra leke jiye, ladki jaisa.

Kyu ? Kya hua ? Nahi padhna aage,
Are ye to kamzor pad gaya, ladki jaisa,
Chup kyu ho gaya besahara ladki jaisa ?
Apne antarman me kyu jhakhne laga, ladki jaisa ?
Apne astitava per kyu sawal karne laga, ladki jaisa ?
Are tuje to beizzati sehen kar leni chahiye, ladki jaisa ?
Tu to apni hi izzat bachane bhaagne laga, ladki jaisa.

Ha ha pata hai,
Bolna bahot hai tujhe,
sunaana bahot hai tujhe,
gawahi deni hai tujhe,
khudko bachana hai tujhe,
Per tu to inme kuchh nai kar paa raha, ladki jaisa.

Ab bata kya ban payega ladki jaisa ?
Seh payega ladki jaisa ?
Ji payega ladki jaisa ?



Empowerment: A bane



Himanshu Musale
MMS

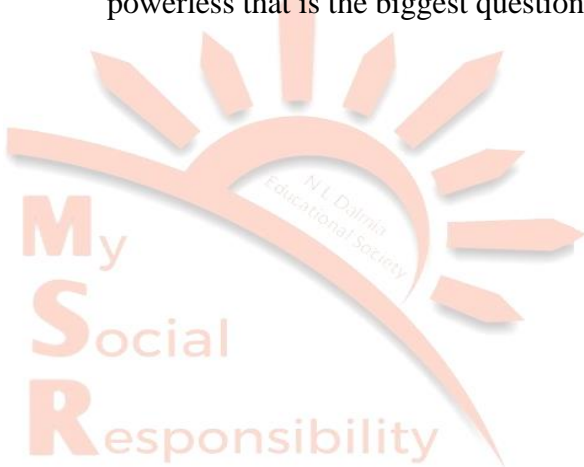
“Women are the largest untapped reservoir of talent in the world” said Hillary Clinton.

In India where the 30.55% is the representation of women in corporate, it is definitely an untapped reservoir of leadership. After SEBI in year 2015 made it compulsory to have atleast one female board member in the companies, the scenario of women inclusion in corporate world has changed significantly.

Chetna Sinha leads an example with her successful foundation “Mann Deshi”, located in Mhaswad, Dist. Satara, Maharashtra. It includes bank for rural women in Maharashtra for providing platform though micro-finance, micro-credit. This foundation has empowered rural women to become entrepreneurs, run small businesses. This foundation also runs financial literacy classes for women so that the women become self-dependent, more confident. Such examples are worthy enough to say the empowerment is for better purpose.

When Former Miss India and Bollywood actress Tanushree Dutta accused actor Nana Patekar over sexual harassment happened with her in year 2009 while working in a movie with the actor, it sparkeded debacle and the catalyst for “Me too” movement on social media. It is courageous and encouraging move coming out with such incidences happening with women at her stage and that too against well known persona; it has repercussions of not getting work in an industry where women are paid far less for the role than her male counterpart.

Although such cases (i.e. #metoo) are rare but it also faces legal hurdles to get justice. In a country where some women are still scared even to go to police station to report any violence, harassment against them, how can someone prove what happened years ago? The court works on proofs, evidence not with emotions. The legal proceedings are delayed and a chance of getting justice seems bleak in such cases. Many lawyers who handle cases for divorce, marital violence for women will agree that it forms a very small part of authenticity of such cases. The reasons could possibly include false accusations to squeeze money from men. So are we empowering women or making men powerless that is the biggest question.





TORCHBEARERS' NOTE

Empowering MSR



Hitesh A. Singh
CEO MSR
MMS

It makes me immensely proud to report the ascendancy of MSR (My Social Responsibility) in this edition of Sparssh magazine. On the very first day of induction program we were informed about the rural immersion visit to Kondgaon village. All students visited Kondgaon and we were exposed to something different which we do not encounter in our day to day activities. With the sole intention of understanding our social responsibility and contributing in any possible way I joined MSR. I was fortunate enough to work with seniors who led this team and set the strong foundation for us. MSR commenced its journey this year with new team but with the same goal of being the helping hands for welfare of society. We started by organizing New Year's lunch for all support staff, with the motto of serving them who serve us. With an aim of development of Kondgaon village in all verticals we visited Kondgaon and worked on our first Project "Sarathi". Along with this we also conducted skill development workshop for Mahila Mandal, which will help them for income generation. Following the success of first edition of Kondgaon Utsav, we successfully organised second edition, which helped villagers to earn and we got an opportunity to understand their culture better.

This edition's theme for Sparssh magazine is Women Empowerment. Empowerment means to give and make any person competent enough to take decision for well-being of the family and society. Women should not be left prejudiced and should be given equal opportunities to seize, on their way to progress. I do not have a better example of women empowerment than my team, hence I dedicate my article to all the women working in MSR for betterment of society. At each and every point I have seen them leading the team from the front. Be it visit to Kondgaon, Kondgaon Utsav or participating and representing MSR in any competition. They came up with ideas like Ganpati idol making and executed it very well, planned entire fund raising of Jalsa event, managed to handle villagers from Kondgaon and made Kondgaon Utsav a successful event. They have always led the team and I am very proud to say that most of the teams of MSR committee i.e. Event, Technical, Social Media and Magazine is headed by all these hardworking ladies. This shows they are neither weak nor incompetent. They are capable in not only taking responsibility but also implementing it. They are not only leading MSR for welfare of society but also setting an example in all fields of life. And this goes to all women in society. Some noxious thoughts barricade them from reaching their goal but we all know they have the potential. As someone rightly said "Women are the real architects of the society." We at MSR understand the importance of women in society and we will always work and represent them.

MSR, from last seven months has become a significant part of my life. For me, MSR is not about few committee members working towards welfare of society, but it is about all those students of NLDIMSR who understand their social responsibility and have contributed to MSR in any possible way. I thank each and every student of NLDIMSR. I thank all my enthusiastic team members who are working selflessly and helping MSR reach its goals. I would also like to thank Himanshu Todi, who led this team and set the foundation for us and Prof. Pius Moras, the chairperson of MSR for always mentoring MSR members. Under the guidance of Pius sir we are all set to achieve higher goals and work towards welfare of society.



My View on MSR



Sneha Singh
Deputy CEO MSR
PGDM HR

In allowing myself to reflect upon our shared experiences of celebrating 'My Social Responsibility' or MSR, it brings me to ask a fundamental question about our individual choices – and how these choices fair as part of the collective. The choices include one's conscious efforts towards creating value and driving through a common purpose to ensure inclusion, participation and capacity development of other individuals part of an unattended and isolated social setup.

The case of Kondgaon village – and its women is central for seeking solutions to such fundamental concerns and challenges. Perhaps, in Kondgaon, the women are the solution themselves. The village has been able to both present and provide for opportunities and a platform towards social and economic empowerment & inclusion of women in community processes, leading and stepping to the forefoot in the decision-making process and expressing strong determination for reforms and development.

Herein, the two factors of 1. Social and 2. Economic empowerment & inclusion play a significant role, in shaping and addressing the immediate and long-term challenges such as ensuring regular & continued participation and exposure along with creation of sustainable livelihood opportunities through skilling.

In facilitating such a crucial drive, the students part of MSR, under the guidance of Prof. Pius Moras and senior members of the N. L. Dalmia Institute of Management Studies and Research, aim to support these women - led livelihood initiatives to further the scope of participation and bridge the socio-economic infrastructure gap. Through education (under project 'Sarathi') and providing market access ('Kondgaon Utsav') as well as the recently introduced skilling programme, the purpose to build and create fair and equal opportunities for all stakeholders – including children and males in the village.

It is an important proposition that females – as equal citizens, entitled to express their own terms and willingness to participate – find access to opportunities in a fair and just way. While, empowerment is a major part of the entire process of ensuring dignity and inclusion for women, the all-important element we must take account of is that their roles & responsibilities in society is not limited to be imposed upon by social asymmetries, but as equals in the development process.



Kondgaon is a case in this point, where such women- led initiatives are shaping for the betterment of the entire village. They are, in the process, actively presenting themselves as leaders in the policy process and also representing and framing their community's views and thoughts. These qualities should be shared and need reflection, as we celebrate this year's International Women's Day 2019 campaign theme of #BalanceforBetter.

Lastly, I would like to thank Prof. Pius, our former CEO, Himanshu Todi and his Team for giving this opportunity and entrusting me with continuing to develop upon the strong and core foundation of MSR. I am hopeful and committed, as I firmly believe that with the sincere efforts of the current batch of MSR volunteers, together we will be able to take this initiative in its true spirit.





EVENTS

Jalsa 2k18

Sonam Sarda
MMS



‘Jalsa’ indicates an occasion celebrated with joy, an occasion which spreads a layer of happiness, an occasion which brings an enthusiasm and a positive spirit.

To celebrate Navratri, the festival of ‘nine nights’ that emphasizes victory of good over evil; the MSR (My Social Responsibility) Team Organized ‘Jalsa’, a Garba event in the college campus on 11th October, 2018. It was an evening full of fun which also had four exciting prizes for the Best Dressed Male and Female as well as the Best Dancer in the Male and Female categories. It was truly a memorable event wherein over 300 students and also the faculty danced with joy while supporting a noble cause.

The programme raised funds for the development of Kondgaon, a 100% tribal village adopted by NLDIMSR under its MSR programme.

Education has always been considered as the basic right in our country. Many children in Kondgaon are deprived of this basic right. So, the funds which were collected were utilized for the purpose of building classrooms for underprivileged children. This will surely encourage the coming generation to focus more on educational aspects and will bring a greater number of opportunities to compete with the world outside their village.

With the dream taken up by the college and efforts put in by Team MSR towards its fulfilment, we have slowly started making an impact on the lives of those living in Kondgaon. We pledge to continue the events like Jalsa, which will not only be beneficial for Kondgaon, but also for us, the students of NLDIMSR, where we get to cherish our friendships and relax ourselves from the routine college.



Visit to Kondgaon



Sughosh Deshpande
MMS

Kondgaon is a village situated near Vilshet in Palghar district. This village is adopted by our college and hence students are visiting there once in two months for various activities. Kondgaon is 100% tribal village with lot of energy and passion towards education. Our team is currently working on four verticals in the village:- Income-generation, Social Development, Education, Health and Hygiene. Students from our college always get attracted towards the village. So what is so special about the village?

Actually it is the first activity other than studies and guest sessions which every student enjoys in his induction program after joining the institute. As the session begins and new students join the college, there are lots of guest lectures, new concepts with the introduction of finance, marketing and HR. A student has to attend all these sessions as they are important to start his academics but his life changes drastically with new faces, new environment and new location. He is just trying to adjust himself throughout the day to catch the schedule. In such a scenario he got to know that on 4th or 5th day of his MBA, he needs to make a group as he is visiting a village named 'Kondgaon' which is around 80 kms away from the institute.

This becomes the 1st event in the college through which the students come up and take initiative, make groups, start interacting with each other and make a friend circle. We have many of our groups formed during the visit.

Kondgaon contains various small areas called as 'Padas' and each Pada is having a school from KG to 5th standard and a big school in main village till 12th standard. Again there are various Kindergarten and 8 ladies Bachat Gat (Self-Help Groups) working in the village. Our students as per the groups visit various schools and interact with the students. They play different games with the kids, tell stories, teach them English and Mathematics etc.

A girls group from our college visits the Mahila Bachat Gat and introduce them with the various opportunities for income generation and future of their kids.

In post lunch session, our students visited the houses of school kids. They talk with their parents and try to understand the lifestyle of the villagers and the problems faced by them.

Many of the students carry different gifts for the school kids like chocolates, Pencil and rubber kit, Exam pad, etc. Our students enjoy the whole trip and always plan for their next trip as they get attached to that village and to the school kids.

Every time we plan the visit, we get different ideas from our students to implement in the village. Some of the ideas are arranging essay competition, sports league, counselling camp, medical camp, check dam construction, etc.

This village Kondgaon gives our students immense pleasure and satisfaction of contributing something towards the society. It is not a compulsory task but students join voluntarily and enjoy the trip. We return to our home, everyone though exhausted feels proud and satisfied. Smile on the faces of the kids indirectly invite our students to visit the village again and again. It proves the statement made by Mahatma Gandhi “Return to the villages means a definite, voluntarily recognition of the duty of bread labor and all its connotations”.



Food for thought: - Food, we thought.



Dhruvin Jani
MMS

Feeding others has always been about experiencing a feeling which cannot be given justice by depicting it in words. The ones who help us in ways we don't even know, the support staff of N.L.Dalmia Educational Society are the true support for us all. They do the odd jobs, don't need any recognition, don't need any sympathy, they are true heroes in their own sense.

They show us what humility means.

On 5th January 2019, the MSR Team of NLDIMSR organized a Lunch for the whole Support Staff.

This was something which we are really proud of, because we believe that it's not the way how we treat all those above us in status, but the way we are with those below us in status. Challenging the status quo is important, but challenging it in a way it makes us feel proud of, is the way forward. We provided lunch to them, not because they couldn't afford it, but because it was a very small token of appreciation to those who support us, in many many ways. The staff lunch was an initiative taken to reduce the inequalities prevalent in our society, not apparently but definitely. These inequalities mold us into being someone else who we aren't supposed to be.

The support staff is one who helps us, in indefinite ways. We should support them by helping them in whatever way we can. It all begins with a smile. Smile at the one who cleans your toilet at NLDIMSR. Let him/her know that he/she is a leader in what they are doing. Convey your positive aura & instill it in them. Notice the way their behaviour instantaneously changes, because they had completely unexpected that from you. Smile at the security guard, ask them about how is everything going ? Show some concern, this helps them understand that you too are one amongst them. Ask them about their health, any issues which can be resolved by you & so on. You should know that without the support of the support staff, nothing works fine. And to make things work fine, be humble and considerate towards each and every support staff you happen to encounter. After all, this is what MSR is all about :- Being considerate towards one and all.



Kondgaon Utsav 2.0



Sneha Sandaliya
MMS

Over the years, the MSR (My Social Responsibility) Team of N. L. Dalmia Institute of Management Studies and Research has been contributing in different ways towards the upliftment of its adopted village Kondgaon and Kondgaon Utsav is one of the initiatives.

On 4 February 2018, the MSR team organized the 'Kondgaon Utsav' – a pop-up retail platform for the people of Kondgaon. This platform was provided to the people of Kondgaon to vend their products to the local market. These products included but were not limited to organic vegetables and Warli artwork. This event turned out to be a great success for the second time in a row.

The MSR team played an instrumental role in arranging the transportation for the Kondgaon folk, setting up stalls and, spreading awareness about the speciality of the products on sale.

The MSR Team had begun the preparations in college at 7:00 am and, with the team members all charged up and focused, the team was able to make all of the arrangements within just two hours. When the Kondgaon locals arrived, the MSR team welcomed them with roses. They were then guided to their allotted places so that they could prepare and set up their stalls for customers. Hospitality was on the top in the priority list. Members were indulging themselves in conversations with the Kondgaon people to make them feel comfortable. Also, when it comes to food, everything was arranged well in advance to avoid any kind of mismanagement i.e. from lunch till snacks and Msr team made it a point to keep rice related items, as they prefer rice over anything.

Msr team had set up four lanes for organic vegetables and four stalls for other products. One of the stalls was the “Chat Stall”, which was serving delicious cucumber and tomato chats for the crowd. The second stall was offering recyclable carry bags to provide an environment-friendly alternative to people. The third stall was the Warli artwork stall. It was selling various Warli hand-painted ornaments and items like trays, coasters, jewellery boxes and much more. This was the most successful stall as it was able to draw large crowds of people throughout the day. The MSR team had also arranged a bangles stall for ladies, where they could get customised ‘Lakh’ bangles.

The members of the MSR Team were proactively marketing the event because of which, we were able to attract a large number of visitors. The parents of the students of NL Dalmia High School seemed to be very interested in the market. Over and above all, the teachers of the school as well as students and faculty from the management college were visiting the stalls in their free time and were participating in the Utsav.

As the day passed, the products started to get out of stock and finally by 5 pm, they started wrapping up everything and started keeping things in place so as to wind up everything properly.



CAPTURING THE MOMENTS



Laveena Makaji
First Year, GMBA

Aditya Shetty
Second Year, MMS





Austin Domnic
First Year, PGDM-Finance

Shubham Kadam
First Year, PGDM-Finance



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Shreya Katakwar
First Year, PGDM-HR

Shubham Kadam
First Year, PGDM-Finance



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EDITORS' NOTE

New challenges: Stronger than Before!

Prabhuti Ojha
PGDM Finance



A society which allows women to decide their own fate is a grace of the generation's thinking. The predetermined by-laws of the communities create hindrance in changing the mind frame of people. Society over the years has evolved in much better frame but there is a long way to ensure that the dream of every woman is fulfilled.

Some of the established womans who overcame challenges in life to achieve their desires are Indra Nooyi, Shikha Sharma, Mary Kom, Geeta Phogat and many more. Challenges often test strength of your abilities and help you to get over it. Today the entire system is working towards ensuring equality and providing equal opportunities in all walks of life to women.

Often it has been observed that the legal framework protects women. The factor of gender equality before law must not be overseen. Due to legal support, women take advantage in subject matters that put men in trouble like sexual abuse, domestic violence etc. It actually happened that a woman harmed herself and accused the man for the same, for which the man had to be behind the bars. It should not happen that in the process of empowering women, new laws protecting man would be needed to be framed!

On one side of the weighing balance women are taking advantage and on the other side are those women who are deprived of freedom. Women are treated submissive in all walks of life as if they are incompetent by themselves. Etiquettes of sitting, standing, walking, talking and behaving are different for them. This shows the lack of progress. Empowerment comes when all the decision are made by you for yourself. But in most of the cases even today decisions from education-working-marriage related matters are not made by them.

With modernization in living cultures people must turn their heads towards empowering women. "Women are like clay that can mould and transform into their own desired form.

Every challenge is the new break through moment for us."



The Immortal Woman



Jayraj BS Shekhawat
MMS

Right from the time she is born, till the time she lives & even after that too, it has to be admitted that a woman never dies. Why so ? It is so, because her soul gets passed on and lives inside her child, which again gets passed on & on & on. The body is a mortal being, but the soul is definitely about being immortal.

But such immortality loses its effectiveness when there is a lot of immorality being done with women all over. This is not her fault, it never was & never will be. It is in the eyes of the opposite sex who choose to either regard or disregard women. Those who regard them in great regard, are called great men. Those who don't, are they even called men ?

Empowering women is important, without overpowering them over men. It is true that men have always been overpowering over women since times immortal, but it isn't a universal truth. There lies a lot of truth in the fact that women too have the power to beat men...Be it in sports, be it in politics and the like. Women empowerment is not about giving more power to the woman to express herself, its about giving her the opportunities she deserves just the way how her brother deserves; its about providing her with all the support she needs in her path to explore those opportunities; its about giving her the way forward to take herself forward...Because when a WOMAN goes forward, a whole GENERATION prospectively goes forward too.

That's why a WOMAN is IMMORTAL & always will be, forever.



Cheers to Self-sufficient Women!



Kinnari Sangodkar
MMS

What is empowerment? It is the process of attaining power and control on one's own life. Well given the conditions of the world in which, values arise from deep roots of patriarchy, it is necessary for all women to come around it and stand tall. They have always been empowered within but were confined and unnoticeable by our society.

But now they are very well on their way to making themselves identified. Women today are breaking all kinds of stereotypes. They are independent, learning, earning and contributing to the society much more than before. These millennial women are fighting the hackneyed views of the society, walking ahead like they should have since their existence. Unlike before now we see that the household duties and income are split between the partners in a marriage. This trend is slowly taking over. And why shouldn't it? Women weren't meant to only endure the pain in everyone's life, it is their time to soar.

According to me, women are self-sufficient and fully capable of handling their lives. Otherwise we wouldn't have successful women like Oprah Winfrey, Kiran Mazumdar-Shaw, Priyanka Chopra and many more who have gained the title of most powerful women in the world. These women are an embodiment of integrated, determined, self-governing, passionate and impeccable human beings who need to be looked up to for inspiration.

For the women of today:

She became the fire that runs through her bones.

The shield that guards her soul.

She is called the world greatest predator, for the forests get their wild from her.

She used to personify the oceans once, but now, a growing cyclone.

The former lady, transformed to a woman.

A woman with a fierce burning heart.

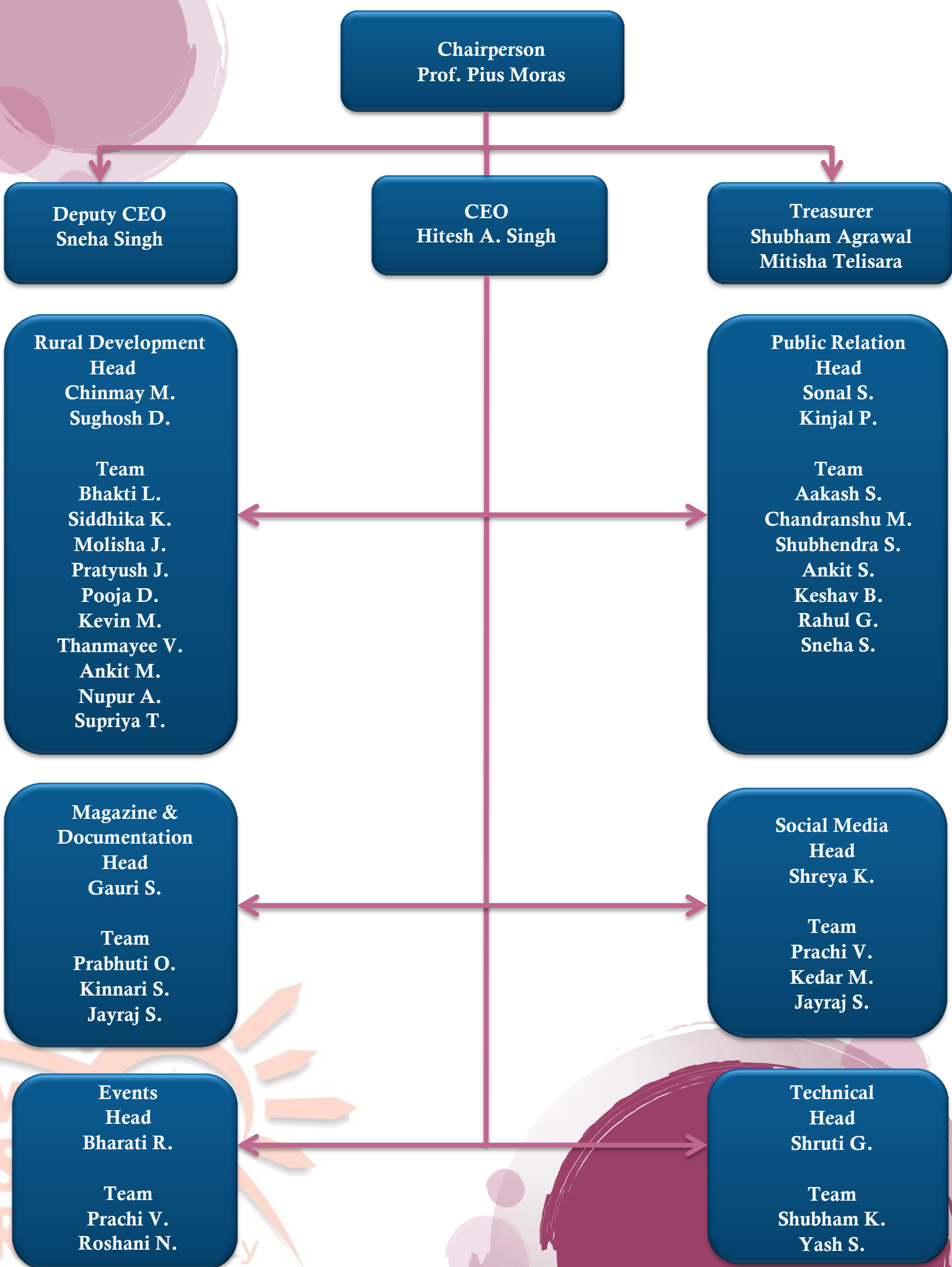
And a mind that never lets her sleep.

There is nothing that she cannot do.





MEET OUR TEAM



MAGAZINE TEAM



TECHNICAL TEAM





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