



TATA TRUSTS

**THE  
FORCE  
BEYOND**

**#EACHFOREQUAL**



**A STEP TOWARDS A GENDER  
EQUAL WORLD**

# THE POWER OF SUSTAINABLE DEVELOPMENT



The Force Beyond, a marquee Tata Trusts' property, was launched last year as a philanthropic effort to catalyze the momentum behind gender parity. The inaugural edition, highlighted the need to focus on women beneficiaries, to drive home the fundamental reality, that investing in women matters as it pays off with undeniable impact towards creating a more equal world.

In its 2<sup>nd</sup> edition, the theme is pivoted on Sustainable Development Goal 5 - Gender Equality, in line with the Trusts' commitment to relentlessly work to create a more gender equal world. Gender violence, representation in justice and inclusion, economic empowerment, parity pay, glass ceiling, beating stereotypes are just some of the many areas that need change. Through inspiring stories, compelling dialogues and debates we hope to stir a conversation that will bring us one step closer to a world, that all of us will be proud to be a part of.



# AGENDA



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|                   |  |   |
|-------------------|--|---|
| 09:30am - 10:00am | Registration and Tea/Coffee  |   |
| 10:00am - 10:10am | Opening Performance: Spoken Word followed by Lighting of the Lamp                                | <b>Slam Out Loud</b>  |
| 10:10am - 10:30am | Keynote Address  | <b>Eric Falt, Director &amp; UNESCO Representative</b>  |
| 10:30am - 11:15am | Panel Discussion - 'Changing the gender paradigm in the Hinterland through economic empowerment' | <p><b>Moderator - Amrita Patwardhan, Zonal Head North, Tata Trusts</b></p> <p><b>Panelists:</b></p> <p><b>Dr. Abhijit Das</b>, Director, Centre for Health and Social Justice</p> <p><b>Dr. Jyotsna Jha</b>, Director, Centre for Budget &amp; Policy Studies</p> <p><b>Nidhi Bansal</b>, Senior Director, Program Operations, Quality &amp; Learning, CARE</p> <p><b>Safeena Husain</b>, Founder &amp; Executive Director, Educate Girls</p>   |
| 11:15am - 12:15pm | Debate:<br>'This is the best time to be a Woman'   | <p><b>Moderator - Anil Dharker, Journalist, Writer, Founder &amp; Director of the Mumbai International Literary Festival &amp; Literature Live!</b></p> <p><b>Debaters For the Motion</b></p> <p><b>Feroz Abbas Khan</b>, Theatre and Film Director</p> <p><b>Swati Bhattacharya</b>, Chief Creative Officer, FCB ULKA</p> <p><b>Debaters Against the Motion</b></p> <p><b>Anand Narasimhan</b>, Anchor &amp; Executive Editor, Network 18,</p> <p><b>Dr. Ranjana Kumari</b>, Director, Centre for Social Research &amp; Chairperson of Women Power Connect</p> |
| 12:15pm - 12:30pm | Spotlight Session  | <p><b>Host - Divyang Waghela, Head Tata Water Mission &amp; Mission Garima</b></p> <p><b>Stories from the ground</b></p> <p>Menstrual Hygiene Management</p> <p>Sports - Hockey Initiative</p>  |
| 12:30pm - 01:15pm | Panel Discussion - Does the indian justice system do justice to gender equality ?                | <p><b>Moderator - Shireen Vakil, Head Policy &amp; Advocacy, Tata Trusts</b></p> <p><b>Panelists:</b></p> <p><b>Anuradha Shankar</b>, Additional Director General of Police, Madhya Pradesh</p> <p><b>Justice (Retd.) B.N. Srikrishna</b></p> <p><b>D. Sivanandan</b>, Former Director General of Police, Maharashtra</p> <p><b>Renu Mishra</b>, Executive Director, Association for Advocacy and Legal Initiatives (AALI)</p>  |
| 1:15pm - 01:30pm  | Concluding remarks   | <b>Shilpi Ghosh</b> , Brand & Marketing Communications, Tata Trusts   |
| 1:30pm            | Lunch  |   |

# SLAM OUT LOUD - A WORLD IN PRICE TAGS/ MOL BHAV



Written & Performed by: Jyoti Chauhan & Chanda Parveen  
Translated by: Nidhi Rana & Seep Agrawal

In this world, everything has a price  
tears falling down one's eyes are estimated  
just like love, caged inside hearts is sold at a price  
Words born from heartbreak  
come at a price  
even free air, trapped inside balloons is sold  
as if it could ever value it enough  
The moonlight is up for sale  
and my pen  
which runs out of ink  
to not run out of love in the same way  
is also sold at a price tag,  
in these markets  
The scent of fresh roses  
and my feelings are for sale too  
Because in these markets,  
letters are also sold like newspapers  
Love is shrouded by a sheet of food and clothes  
and a roof to stay under  
My beliefs and thoughts  
are slapped with remarks to shut up  
My education has a price too  
It is stomped on by the shoes of patriarchy  
because  
here, everything has a price  
Here, a corpse is sold  
among God's brokers  
My love is paid for  
by cash shoved in wallets  
The length of my dupatta and the size of my kurta  
is measured to estimate  
my modesty and honour  
because

here, everything has a price  
But  
in the space inside my heart  
on the pillow made by my love,  
my dreams rest freely  
The next morning, they're sent to war  
and bloodied, they fall  
and rise, yet again,  
because on the pillow made by my love,  
my dreams rest freely  
The kohl of the eyes,  
the red of the lips,  
the ink on borrowed pages from fantasy,  
and Nisha with her compassionate smile,  
are all sold  
because  
here,  
everything has a price.

# PANEL - CHANGING THE GENDER PARADIGM IN THE HINTERLAND THROUGH ECONOMIC EMPOWERMENT ▶



## MODERATOR



**AMRITA PATWARDHAN**, *Zonal Head North, Tata Trusts*

Amrita is Zonal head for north in Tata Trusts, leading Trust's multi-thematic work in Northern India. Prior to this, she led and built the Education portfolio of Tata Trusts, which is one of the key priority areas for the Trust. Amrita holds MPhil in Education from Delhi University. She has represented Trusts on National Mission on Libraries, Joint Review Mission of Ministry of Human Resource Development and expert committees of National Council for Education Research and Training, among others. Amrita has worked in the development sector for 20 years.

## PANELISTS



**DR. ABHIJIT DAS**, *Founder and Managing Trustee, Centre for Health and Social Justice (CHSJ), India Clinical Associate Professor, University of Washington, Seattle, USA*

Dr Das is a public health physician with over 30 years of experience in improving women's health and social status. He has been a pioneer in ways to involve men and boys for improving women's health, preventing violence against women and for the overall well-being of families, communities and institutions. He has been an advisor to several organisations, including the Government, UN and Universities in India and abroad on how to integrate this approach into gender equality strategies.



**DR. JYOTSNA JHA**, *Director, Centre for Budget & Policy Studies*

Jyotsna has been director of CBPS since January 2011. She has a PhD in Economics from Jawaharlal Nehru University (JNU). Her research primarily focuses on education and gender. Before her association with CBPS, she worked as an advisor of Education at the Commonwealth Secretariat, London, for five years. She has actively worked with educational policy planners, administrators, teachers and professionals at various levels both nationally and internationally.



**NIDHI BANSAL**, *Senior Director, Program Operations, Quality & Learning, CARE*

Nidhi Bansal is a senior Gender Equality expert with over 2 decades of experience in driving the vision for women and girls' rights, implementing gender transformative programs and quality assurance across several countries in Asia, Africa and North America. A seasoned leader in international development, She is currently the Senior Director, Program Quality, Operations and Learning with CARE India. In her current role, she is responsible for ensuring technical excellence of programming across CARE India's portfolio, with the goal of empowering Dalit and Adivasi women and girls and their attainment of secure and resilient lives. Her extensive professional experience and technical expertise lies in designing and managing projects on women and girls'

rights, addressing gender-based violence, women's economic empowerment and women's political participation. She has designed and led several complex projects and multi-country campaigns to address the root causes of gender-based discrimination and marginalization in diverse socio-cultural settings in India, Sri Lanka, Ethiopia, Tanzania, Ghana, Philippines, Laos among others.



**SAFEENA HUSAIN**, *Founder & Executive Director, Educate Girls*

A London School of Economics graduate, Safeena Husain is the founder of Educate Girls, a non-profit organisation that partners with the Government to identify, enrol, and retain out-of-school girls and to improve foundational skills in literacy and numeracy for all children. Under her leadership, Educate Girls was announced as an Audacious Project at the TED 2019 conference, where Safeena shared the audacious plan of empowering over a million girls to enter the classrooms by scaling Educate Girls' model to 35,000 marginalized villages by 2024.

# DEBATE - BEST TIME TO BE A WOMAN ▶



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## MODERATOR



**ANIL DHARKER**, *Journalist, Writer, Founder & Director of the Mumbai International Literary Festival & Literature Live!*

As a journalist, Anil Dharker has been the editor of some of India's best known publications, such as The Illustrated Weekly of India (India's oldest English language magazine), The Independent (described by Dr Manmohan Singh as 'India's best newspaper'), The Independent and Mid-day, India's largest evening newspaper. Through the years Anil Dharker has been a columnist for many of India's leading newspapers such as The Times of India, The Economic Times, The Hindu and DNA. He has also been a columnist for Gulf News and Khaleej Times. Foreign publications he has written for include The Independent (London), The Scotsman (Edinburgh), The Glasgow Herald, Foreign Policy (Washington).

He has also been a Film critic (Debonair magazine) and a TV critic (The Sunday Observer). Anil Dharker's interest in the medium of television led to him becoming President of Dalal Street Journal's channel India TV, then poised to take off. Over the years he has conducted hundreds of TV interviews with dignitaries from India and abroad. He is often seen on news programmes on all leading channels as an expert on current affairs.



## DEBATERS FOR THE MOTION



**FEROZ ABBAS KHAN**, *Theatre and Film Director*

Nelson Mandela called his film 'Gandhi my father' deeply moving and a rare achievement. Film and theatre director & screenwriter Feroz Abbas Khan has had some of the best actors in India giving their finest performance under his direction.

Winner of several national and international film awards for 'Gandhi my father', his theatrical work has travelled extensively across India and globally, playing to huge applause and critical acclaim. 'tumhari amrita', saalgirah, mahatma v/s Gandhi, salesman ramlal, kuch bhi ho sakta hai, dinner with friends, are some of his landmark productions.

He is internationally celebrated for his work in the field of entertainment education that uses the medium of television, radio, and internet for behaviour change and women empowerment. "Main kuch bhi kar sakti hoon" a television serial conceived and directed by him has reached over 200 million people. Mughal-e-azam, the musical play, is hailed as a historic moment in Indian theatre and his most recent reimagined version of Romeo and Juliet titled Raunaq & Jassi is an uncompromising advocate of love in the times of hatred.



**SWATI BHATTACHARYA**, *Chief Creative Officer, FCB Ulka, India*

Few have done more to foster an inclusive creative culture in Asia than Swati Bhattacharya. Even fewer have harnessed humanity and generosity into sustained success in the process. Bhattacharya is one of the rare ones. Born to parents in media and communications, she always knew what she wanted to do.

Bhattacharya dove straight from a Masters degree in PR and advertising into her first job at JWT and never looked back for 22 years. But it was on becoming chief creative at FCB Ulka in 2016 where her transformative influence has really shone through. Under her leadership, FCB Ulka became one of India's most awarded agencies, bagging more than 50 awards including a Glass LION, Gold Lions, and a Spikes Grand Prix for #NoConditionsApply - Sindoor Khela for the Times of India.

She also led the agency's India's first sustainable Gold Lion in 2019 for The Open Door Project. More rewarding than the hardware, however, have been the social impact of campaigns like these latter two, challenging hundreds of years of tradition to include marginalized women and literally opening doors for street kids into classrooms. Recognising the socio-cultural challenges women face in the workplace, Bhattacharya is fierce advocate for allowing women more opportunities to excel. As such, Cannes Lions named her the global ambassador for their See it Be it executive women's learning programme in 2019.

## DEBATERS AGAINST THE MOTION



**ANAND NARASIMHAN**, *Anchor & Executive Editor, Network 18,*

One of the lucky few who get to make their passion their profession, Anand Narasimhan enjoys every moment of his Dream Job. Winner Harsha Ki Khoj in 2005, his broadcast career took flight as a sports presenter with ESPN on Sportscenter India ( in Hindi & English) and Top Corner. Anand finds himself in the Limca Book of Records as the first sports presenter of a reality show! Anand made a lateral shift into coverage of marquee Sports Events on mainstream news, with Times Now.

Post the 2011 cricket world cup he embraced the challenge of politics and general news. In limited time, he emerged as one of the best news presenters on the channel. In Aug 2018, Anand made a

career shift to Network 18. Anand currently is one of the main faces on the Network with flagship shows both in English - The Right Stand at 8pm & The Nation@5 on CNN News18 and in Hindi - Akhada on News18 India. Anand is also actively involved in the campaign to make every Indian a Water Warrior with #MissionPaani. and strongly backs the #India AgainstRape campaign on the Network. To change with the times and more importantly Be The Change is a philosophy that Anand fully embraces. His favorite quote, " When you really want something, the universe conspires in your favor" - Paolo Coelho.



**DR. RANJANA KUMARI**, *Director, Centre for Social Research & Chairperson of Women Power Connect*

Dr Ranjana Kumari has been an icon for empowerment of girls and women in India . Her name stands tall as women activist and scholar in the women's movement of India. Her area of specialization as an activist has been as follows; Varying from Anti- Female Foeticide (Beti Bachao Beti Padoo ) Campaign, to Political Participation of Women in Democracy , Women in the Cyber Space, Education of Girl Child as well as their economic empowerment and Anti- Dowry Campaign.

As far as academics is concerned after finishing her schooling in Varanasi,, she moved to Delhi and did her MA, M.Phil. and Ph.D. in Political Science from Jawaharlal Nehru University. She was arrested from JNU Campus Hostel against imposition of Emergency as a student leader of JNU. She continued her struggle for Democracy in the movement lead by Shri Jayaprakash Narayan.

Further ,Dr. Ranjana Kumari combines the two roles of a women activist and scholar with great felicity and Panache. Being an accomplished academician Dr. Kumari has a number of publications to her credit. Some of her seminal works are are: Gender, Work, and Power Relations: A case study of Haryana; Women in Politics: Forums and Processes; Reign She Will; Brides Are Not for Burning; Dahej Pidit Mahilayein, among others. Other publications include: Higher Education and Scheduled Tribe Youth: A Case Study of Chattisgarh; and Impact of Education on Scheduled Caste Youth in India: A Study of Social Transformation in Bihar and Madhya Pradesh.

# SPOTLIGHT SESSION ▶



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## HOST



**DIVYANG WAGHELA**, *Head Tata Water Mission & Mission Garima*

Divyang Waghela is Head – Tata Water Mission (TWM) – a WASH initiative of Tata Trusts aimed to provide safe drinking water & improved sanitation services to underserved communities.

After working on Project Financing & Contract Management with Asian Development Bank, Divyang made a transition to the non-profit sector in 2004 and engaged in implementation of large-scale community-based decentralized WASH projects in Gujarat. He served as an Executive Director of one of the associate organisations of the trusts working in climate adaption issues relating to coastal salinity in India.

Divyang's key interest areas are water security with a focus on climate change and organizational development through innovative sustainable models.

## STORIES FROM THE GROUND



### MENSTRUAL HYGIENE MANAGEMENT

Nolaki Bai, 34 years and Mohanlal, 38 years Nolaki and her husband Mohanlal living with their two sons a serve, a small village of Bali block in south Rajasthan. Agriculture is the main source of livelihood for this family and Nolaki bai is an Aanganwadi worker. The couple believes in hard work and helping others.

When Nolaki bai attended the MHM sessions she got to know that she has a problem related to periods but never cared about it due to lack of awareness and shame. She hesitated to share the issue with her husband, somehow she shared the issue with her husband Mohanlal after attending

the session and they consulted with Doctor. Mohanlal shows the interest to know more about menstruation. And they both attend the couple counselling sessions. Now they think it's not the subject of shame or stigma.

Mohanlal is helping his wife during periods and he believes that a husband or male member of the house can help women, provide products, medical care and allow her in kitchen, Temple. The couple is also shared that we can do anything during periods with hygienic practice and it is important to talk on this subject.

Nolaki bai motivates the adolescent girls of her village to keep hygiene and take care of themselves during periods.

## SPORTS - HOCKEY INITIATIVE, NAVAL TATA HOCKEY ACADEMY - ODISHA: A JOINT INITIATIVE OF TATA STEEL, TATA TRUSTS AND GOVERNMENT OF ODISHA



### MUNMUNI DAS, 14 YEARS (HOCKEY PLAYER)

Munmuni Das hails from a small town Joriguri of district Tinsukia, Assam. She was born to a very poor Bengali family. Her father Kaliya Das is a Street hawker who sells fish and her mother Bojenti Das is a homemaker. She is the younger of the two sisters. When she was 11 years old then she started playing hockey in her village having no professional training exposure but it's her talent & passion towards hockey which keeps her motivated to continue hockey.

In 2017, she joined SAI, Kokrajhar where Mr. Napoleon had supported her to get in. After 1 year in SAI, she represented Assam State team as vice-captain in Hockey India Sub-Junior National Championship (B Division), 2018 where they became champion and this was her first state

representation. During those days her family was not supportive for her game as their financially very poor.

Mr. Tapan Kumar Das, Secretary, Hockey Assam and Mr. Jai Bhagwan, Coach, SAI Kokrajhar had supported her to come to Bhubaneswar to participate in NTHA Odisha trials in April 2019 where she got selected and now, she is one of the best players in NTHA Odisha. Last time she played Nehru Cup 2019 held at New Delhi in December 2019 for NTHA Odisha and got player of the match in one match. She had also played Khelo India Youth Games 2019 where she played as the Captain of Assam state team and single handedly took the team to Semifinal in U17 Girls category.



### SANDEEP KAUR, 25 YEARS (AST COACH & EX PLAYER)

She hails from village Miadi Kalan of district Amritsar, Punjab which is near to Pakistan border. She was born in a lower-middle class sikh family who are into farming. Her father Avtar Singh is a farmer and mother Kulwant Kaur is a homemaker. She is the youngest of three siblings as her elder brother is in Indian Army and younger brother does farming in the village. The village didn't have the great infrastructure for studies especially for a girl child and only had one Govt. school where she had studied till 7 th standard then she had joined Cairo Government Girls Senior Secondary School Taranatal for which her father had refused to send her to Cairo school as the six month fees of the school was Rs 5500/- which was much higher for her father to bear then but her mother sold her earrings to let Sandeep to join the school. The school had one hockey team where every player

had hostel fee waiver because of they were playing in the school hockey team and that was the reason where sandeep got the passion to play hockey to get the hostel fee waiver & within in one year she had reached the level where she was a regular member of the team and school waived off her fees. That boosted her moral even more, so she had worked hard and participated in school games / state / school national level competitions during school. After 12 th when she came back to her home there was a huge pressure on her for her marriage which she didn't want to do that time. Then Hockey coach Sardar Saranjit Singh had helped her to convince her father to let her pursue hockey & again her mother had played a vital role in sending her to Khalsa College, Jalandhar for higher studies. After that she continued to play hockey and had participated in Junior National / Senior National / All India / Maha Vidyalaya Game during graduation and then she completed her Masters in History.

In 2018, Virendra Singh, Olympian had advised her to do Diploma in Hockey from NIS, Patiala where she had also done Hockey India Basic Level 1 Education Pathway and after completion, she got a call for NTHA Odisha regarding vacancy for Assistant Coach and got selected. She joined NTHA Odisha in August 2019 as Asst. Coach and during her stay she cleared Hockey India Level-2 and FIH level-1 certification course and now preparing to for FIH Level-2 course. In last Khelo India Youth Games 2019 held at Guwahati, Assam she had gone with Odisha team as Manager and helped the team to won Bronze medal in the tournament.

# PANEL - DOES THE INDIAN JUSTICE SYSTEM DO JUSTICE TO GENDER EQUALITY ?

## MODERATOR



**SHIREEN VAKIL**, *Head Policy & Advocacy, Tata Trusts*

Shireen Vakil is a policy and advocacy specialist with over 20 years of experience in the field of social development and child development in particular, with expertise in the areas of education and child protection, and a special interest in issues of gender and justice. At Tata Trusts, Shireen heads Policy and Advocacy, where she is responsible for the strategy development, advocacy, policy and programming in the core areas of Education, Child Protection, Health and Nutrition, and Justice and Exclusion. Shireen works closely with governments and key stakeholders to ensure that policy is informed by research and practice.

Previously, she played a key role in setting up of Save the Children (India) and was responsible for developing the Advocacy, Campaigns and Communication function for the organisation.

Shireen holds a Master's degree in Education and International Development from the Institute of Education (IOE), University College London (UCL).

## PANELISTS



**ANURADHA SHANKAR**, *Additional Director General of Police, Madhya Pradesh*

She is an IPS officer of 1990 batch. She has served in various capacities in Chhattisgarh and Madhya Pradesh. She was awarded the Gallantry Medal by the President of India in 2009 for busting a weapons factory run by Extremists in Bhopal.

She speaks on Mahatma Gandhi and Kasturba at various fora in India and abroad. She is known for her engagement with Civil Society for Effective Policing.



**JUSTICE (RETD.) B.N. SRIKRISHNA**

He was the Additional Judge of Bombay High Court from 30.7.1994 and permanent Judge from 3.10.1991. He chaired the Commission of Enquiry to enquiry into the riots that shook Mumbai in December 1992/ January 1993. He was invited by the United Nations High Commissioner for Refugees to attend a seminar on refugee laws at Delhi and to attend an international conference on the subject in Geneva and Berne in October 2000. He was invited by the Universities of Berkeley, U.S.A., Bar Ilan, Israel and Oxford, U.K. to deliver lectures on Socio-legal subjects.

He was the Chief Justice of the High Court of Kerala on 6.9.2001. He was the Hon'ble Judge of Supreme Court of India from 3.10.2002 to 21.05.2006 and an appointed Chairperson of the Sixth

Central Pay Commission. Chairperson of the Committee for Consultations on the situation in Andhra Pradesh to consider the demand for bifurcation of the State of Andhra Pradesh. Chairperson of the Financial Sector Legislative Reforms Commission in 2010.

He was the Chairperson of the High Level Committee to Review Institutionalization of Arbitration Mechanism in India. Chairperson of the Committee of Experts on Data Protection Framework for India to report on data protection issues and recommend suitable legislation. He was the Chairperson of the Advisory Committee on Individual Insolvency and Bankruptcy and was an International arbitrator and legal consultant.



**D. SIVANANDAN**, *Former Director General of Police, Maharashtra*

One of the most highly regarded IPS officers in India, with an illustrious career spanning several postings during his 35 years of service. He is now the Chairman of Securus First India Pvt Ltd; a security consultancy company started by him and is also in the board of several major multinationals. He retired as the Director General of Police, Maharashtra state in March, 2011. He served as Commissioner of Police, Mumbai after the 26/11 attacks and was responsible for building up a world-class anti-terrorism mechanism. He worked for six years in the Mumbai Crime Branch as Additional Commissioner of Police – Crime and Joint Commissioner of Police – Crime (1993-1995 and 1998-2001). He is credited with having broken the back of the underworld that was at its

peak. He is a recipient of the President's Distinguished Service Medal 2000, the Meritorious Service Medal 1993 and the Internal Security Medal 1998. Most recently, he has been a member of the special task force in the National Security Council Secretariat (Prime Minister's Office) for revamping India's internal and external national security.



**RENU MISHRA**, *Executive Director, Association for Advocacy and Legal Initiatives (AALI)*

She is a lawyer and the current Executive Director of AALI (Association for advocacy and legal initiatives) has been an integral part of the women's movement for the past 18 years and been associated with (AALI) since 2002. She undertook direct case intervention and formulating legal strategies in cases of violence against women and children and has been a stimulating trainer on law and gender. In her work in the field of social justice and human rights at the grassroots she has broadened the scope of access to justice to more preventative work focusing on decent working conditions, economic empowerment and social inclusion. She is particularly invested in and has extensive experience in a woman's right to choose and agency in relationships.

She is a recipient of the International Women's Day Shabri Award, 2010; the Hindustan Times Woman of the Year Award, 2014; and the U.P. govt. Women Security Award, 2015. She is external member in ICC of Amity university, Lucknow, B.S.N.V. Degree college, Lucknow, Directorate of women and child development, U.P., Secretariat of women and child development, U.P., CRPF, FSSAI, U.P., Directorate of Revenue, U.P., Directorate of postal stamp, Lucknow, IHAD etc. AALI (Association for advocacy and legal initiatives) envisions an egalitarian social system that recognizes women as complete individuals and equal human beings through advocacy for women's and human rights.