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Mr. R. Mukundan
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TCSR Round up

**Livelihood development programs
Tailoring and stitching training to the rural women in Haldia**

Under the Samridhi Project, 60 rural women completed six months tailoring and stitching training. During these six months, the women were trained in designing, cutting and stitching of ladies and gents garments. As part of their training, the women were taken for an exposure visit to Sanghmitra Mahila Society (Ramnagar), where they interacted with the women groups who were working in the production units of handicrafts.

At present, some of these women are engaged in stitching the clothes for themselves and their families while the others are looking at the option of starting their own stitching shops. TCSR has also started training few of the women in kantha stitch, which has more demand in the market.

Jute handicraft training at Haldia

TCSR (Haldia), under the affirmative action, has started training 25 women in Bahadab village on jute based handicraft for a period of six months. It is expected that the group will be able to learn as well as produce variety of jute products by the end of the training period. The training is imparted by Jan Shikshan Sansthan at the village itself. The group has become confident in producing some of the products like water bottle, ladies purse, shopping bags, folders etc. They were displayed at the TCL Fete at Haldia, organized by the TCL Employees Ladies Club.

To improve the look of the products and add more variety, training on screen printing on jute products has been conducted. Seeing the enthusiasm of the women, it is envisaged that the group would soon set up a jute based production unit which would

help them to increase their family income.

Rural entrepreneur development program

Five batches on Achievement Motivation Training (AMT) were conducted covering a total of 89 participants.

A one month duration Tailoring Training was conducted which was attended by 125 women from Mojap, Bhimrana, Surajkaradi, Arambhda and Gayatrinagar villages. Post the training, TCSR extended a support of Rs. 5,000 and Rs. 20,000 respectively to Madni and Barkati Women's group as revolving fund, to enable them to start production of keychains, cell phone covers, shopping bags etc. Sale of the products manufactured is being managed by the group members.



Exhibition cum sale of bandhani products were organized in and around Mithapur by the members of "Sapt Rangi" cluster. Work on need assessment surveys was completed at Mojap, Bhimrana, Arambhda, Surajkaradi and Gayatrinagar and introductory trainings organized for 75 REDP aspirants.

Under the affirmative action, the production and sale of paper bags and soft toys continued and one more cluster has initiated soft toys making activities. Training on leather products manufacture was organised through Rural Technology Dept. 15 ladies attended the same. 9 girls were sponsored for technical training on tailoring, computer skills and beauty parlour management at the Dalit Shakti Kendra, Ahmedabad.

Annual sales of Rs. 1.22 lakhs was achieved by the rexene products manufacturing team during the financial year 2010-11.

Health

Health Awareness camp at Tajnagar village @ Haldia

TCSR Haldia organized an awareness session on safe drinking water and its importance for women group at Tajnagar village (Horkhalli Block). The two hours session gave them the information about the water borne illness/disease.

Eye Camp for villagers @ Haldia

TCSR in partnership with Vivekanand Mission Ashram Netra Niramaya Niketan organized an eye camp at Tajnagar primary school. A team of one doctor and medical assistants from Vivekanand Ashram were present during the camp. Local Panchayat leaders helped actively to organize the camp. Out of the 190 patients who were given treatment during the camp 30 patients were provided with medicines, 120 patients were provided with spectacles and 22 underwent operation for cataract.

The TCL employees, TCL contract workmen and JUSCO employees actively volunteered during the camp and made it a success.

Health, hygiene and sanitation awareness drive

A ten day long health, hygiene and sanitation awareness drive was organised during this quarter covering 18 villages around Mithapur. "Nandini" van - a mobile exhibition van - was requisitioned for the purpose. The program at each village included organizing the mobile exhibition, rally by school students and a village meeting. More than 4,300 locals including 2,155 students from 20 rural schools participated. Information on various TCSR projects was also disseminated through this drive.

Eye camp

TCSR extended support for the four day eye camp organized at Dwarka in February. The camp was organized in partnership with Shree Shankargiri Maharaj - Public Service Sangh, Nadiad, and the Rotary Eye Institute, Navsari. 370 patients were treated at the camp and 91 cataract operations performed.

Life line Express or Jeevan Rekha express

Life Line express or Jeevan Rekha express is a mobile hospital train - supported by Impact India Foundation was stationed at Babrala from 27th January - 24th Feb, 2011. It provided medical services to the people staying in remote areas and also sensitized

them towards good hygiene and health. 20 OPDs were organized in two district and 8000 patients were screened before the train halted at Babrala. Out of the 1307 patients shortlisted for operation, 511 operations were successfully done in the train by the medical team of Jawaharlal Nehru Medical College, Gandhi Eye hospital Aligarh and Ganga Sheel Nursing College, Bareilly. The operations performed were that of Cleft Lip, Polio corrective and Mid Ear surgery. Dental treatment by King George Medical College and Epilepsy counseling by AIIMS was also provided during this period.

Swach Jal Mission

Under Swach Jal mission hundred units of Tata Swach purifier were distributed in Primary schools and villages of Babrala with the support of Huwai Children Foundation. The objective was to create and promote awareness on safe drinking water facilities in order to prevent water borne disease and improve the health status of the surrounding areas. Mr. Chuck Cotton, General Manager of Hawaii foundation said that in order to help the poor and needy families more purifiers will be distributed to the families in future.

Environment conservation and care program

Dharti ko aarpan program:

The last quarter of the year 2010-11 witnessed the initiation of some pioneering activities on the "Dharti Ko Aarpan" front which will help set course for a long term biodiversity conservation and species protection program.

Save the Whale Shark project

The Whale Shark Day was celebrated on 25th January 2011 at Mangrol, a fishing harbor on the Saurashtra coast. The Mangrol municipality officially adopted "Vhali", the whale shark, as its city mascot, making it the seventh town in Gujarat to do so. A painting competition was organised for school children on the theme of Whale Shark Conservation. More than 350 school children participated in the same. This was in the run up to the Whale Shark Day celebrations, where the winners were awarded. A rally was also organized as a part of the celebrations and the Whale Shark life size inflatable model was towed all through the rally route to create awareness on this fish.





Visual tagging of a whale shark female accidentally caught in fishing net near Sutrapada was carried out and DNA sample collected. The visual marker is a tube with a unique ID number fixed on the dorsal fin of whale sharks. The DNA sample collected has been sent for analysis at the Central Marine Fisheries Research Institute, Kochi. These analyses will help reveal whether the whale shark population of Gujarat is a satellite population or interbreeds with other populations elsewhere. For the first time in the country a satellite tag was deployed on a male whale shark to study the migration patterns. Since then, the tag transmitter has been sending regular signals and the movement of the fish is being tracked through the ARGOS satellite monitoring system.

Coral Reef project

A program to restore the overturned corals at the Mithapur reef was organized with participation by the local fishermen, TCL volunteers, the State Forest Department personnel and the field scientists from the Wildlife Trust of India. The purpose of the exercise was also to create awareness on coral conservation amongst the fishing community. Orientation of more than 40 corals was corrected by the volunteers.

Work on creation of coral garden at the Mithapur reef continued through the reporting period. The protocols for live coral transplant have been prepared and the experimental electronic submarine water temperature loggers deployed earlier were recovered for the periodic data collection. The first phase of the sedimentation rate studies has been completed and report is under preparation. Artificial substrates have been deployed on the reef to encourage natural recruitment of coral polyps and monitoring of the same is in progress.

Asiatic Lion Conservation

Work on construction of parapet wall around the open wells in the Gir region continued to progress. TCSR has taken-up a project for construction of parapet wall around such open wells to render them safe for wildlife. Work at 66 sites has been completed in the second phase of the project against the target of 500 new wells. Earlier, a total of 1002 open wells have already been rendered safe under Phase-I. The project is being implemented in partnership with the state Forest Dept.



Mangrove

Mangrove plantation work on 40 acres of tidal mudflats at the Rukshmani creek site near Dwarka was completed and around 50,000 seedlings of "*Avicennia marina*" mangrove have been planted. "**Grow Trees**", a Mumbai based organisation has evinced interest in supporting our mangrove plantation program and their representative paid a site visit to Rukshmani Creek, Dwarka, in early March to understand the project and the scope for partnership.

ECO Club

The first ever ECO Fair was organised on 13th March 2011 at Mithapur. More than 50 employee volunteers from 11 different depts. at the Mithapur chemical complex adopted ECO Club schools and helped the students in local biodiversity data collection, preparation of exhibits and presentation of the same at the ECO Fair. The program was a scintillating success with 20 rural schools participating in the same. The biodiversity details were presented through charts, models, specimens, posters, photographs, maps and power point presentations. The exhibition drew an audience of more than 2,400 visitors including students, teachers, TCL employees and their family members, rural community leaders and representative from the press media.

Nature Education Camp:

Support was extended to an ANALA for organising a marine life education camp at Mithapur. More than 630 students from various schools of Gujarat attended this camp in 10 batches.

ECO Development Program:

Support was extended to the State Marine National Park Department for organising tree plantation program at Gopi and Poshitra villages as a part of the Forest Dept.'s ECO Development initiative.

Nature Tour for the Eco Club members @ Haldia

TCSR (Haldia) implemented eco club project in four schools of Haldia. The main activity under this project is to develop eco clubs and to make science and environment subject interesting and meaningful. In this quarter, the children along with their teachers were taken to Gheokhalli to learn from the nature and link the same with the science and environment subject. They also learnt to make handicrafts from waste like

paper bags from the natural leaves, flowers and old newspapers. To showcase their products, they had put up an exhibition, where they displayed what they made.

Rural energy

A total of 28 solar street lights were installed and commissioned in 11 villages around Mithapur. Many of the sites where these lights have been installed are yet to be connected with the power supply network and hence the lighting facility has been a boon for the rural community.

Smokeless Stoves

There is a sizeable rural population in the Okhamandal region that is still dependent on solid fuel (wood, cow dung cakes etc.) for their domestic energy needs. The traditional solid fuel stoves are less efficient and produce smoke which is a health hazard. The awareness drive launched by TCSR for use of smokeless solid fuel stoves continued through the quarter and a total of 161 smokeless stoves were installed in the villages around Mithapur.

Community Engagement Programs

International Women's Day Celebration:

The International Women's Day celebration was organized at Arambda and Mankanpur villages in Mithapur and also at Babrala. At Mithapur, members from four SHG clusters and village leaders participated. The program activities included a rally through the village streets, flag hoisting ceremony, cultural events, a skit on education and domestic violence, opinion sharing on role of women in the family and the society - the need for empowerment and gender equality. The SHG members contributed a total of Rs. 15,000/- towards the program expenses.

At Babrala, 300 women came from surrounding villages to celebrate the day Bhagwandeви, an entrepreneur who started her business of making paper envelope narrated her struggle and achievement in life. She said rural women can shine if given a chance. Musical chair and video show on female feticide were some of the activities in which women participated actively.

Tata Jagruti Yatra

A group of more than 400 youth visited Mithapur on 10th January 2011 as a part of the Tata Jagruti Yatra program. The Tata

Jagruti Yatra is an ambitious train journey of discovery and transformation that takes hundreds of India's highly motivated youth on an 18 day national odyssey. The aim of the program is to awaken the spirit of entrepreneurship. Visits to villages around Mithapur were organised for these youth to have a first-hand understanding of the various entrepreneurship and community development programs being implemented by TCSR.

Tata's Founder's Day

To celebrate Tata's Founder's Day, a science exhibition, drawing and quiz competition, Kabbadi, and folk songs were organised at Babrala. To mark the occasion twenty students got scholarship for higher studies, ten farmers got the solar light and lantern. Certificate of appreciation for doing good community work were also distributed to the volunteers.

Karzobi Annual Day

Karzobi Annual Day was celebrated on 30th March at Babrala with the karzobi members. Along with the celebration, the achievements and way forward for karzobi was also discussed with the members. The program was presided by Mohd. Arif, Chairman of Gunnaur. Mr. Arif said that there is need to establish a common facility centre for these artisans where they can come and work for their development.

NATURAL RESOURCE MANAGEMENT:

Participatory Irrigation Management Program

A one day workshop on Participatory Irrigation Management was organized at Gomti Dam site in this quarter. 70 farmers from Dwarka and the Ladva villages attended the same. The aim of this workshop was to create awareness on the participatory irrigation management concept and the use of the Gomti Dam waters for the same. Senior officers from the Water & Land Management Institute (WALMI), Rajkot, and the State Irrigation Dept. explained the farmers the process and modalities of participatory irrigation management. Mr. Pabubha Manek, member of the state legislative assembly (MLA), also attended the program and encouraged the farmers to avail the benefits of the irrigation project.

Coastal Area Development Program - Drinking Water supply Projects:

TCSR has been involved in the implementation of the State Govt. sponsored drinking water supply projects in collaboration with the Water & Sanitation Management Organisation (WASMO) in the Dwarka and Kalyanpur blocks. Work on the water supply project for Kalyanpur town was initiated on 26th January 2011 (Republic Day) and Mr. Dilip Sanghani, the State Minister for Agriculture & Cooperatives inaugurated the project. The function was attended by the District Collector, senior officers from WASMO, the Kalyanpur block and the TCSR. The project work includes construction of a 600,000 liter water storage sump; pump house and laying down of almost 30 km of water supply pipeline network. The work for the water supply pipeline has begun at Shivrajpur village

Provision of Reverse Osmosis water purification plants

Reverse Osmosis water purification plants with a capacity of 500 liters per hour were commissioned at a total of six rural schools at Gorali, Shivrajpur, Gadechi, Varvala, Baradia and Rajpara villages in the Dwarka block. With the commissioning of the RO plants the students of these villages now have an assured source of safe drinking water.

Agriculture Development Program

A three day exposure visit was organized for 51 farmers from 6 villages of Okhamandal to various locations in the Kutch district. The purpose of the visit was to provide the farmers an opportunity to understand the agri and horticultural practices in Kutch and promote interaction with their counterparts. The Date Palm Research Centre; the Agricultural Science Centre; Moti Mao mango orchards was visited to understand the benefits of organic farming and horticulture; the Vivekanand Research & Training Institute (VTRI), Mandvi was visited to understand the wheat and groundnut demonstration plots. These farmers also had the opportunity to visit the handicrafts development centre run by VTRI which promotes manufacture of handicrafts as a supplementary income source.

Farmer Training

A training session was organized for two hundred farmers on Rabi cultivation, inter-cropping of sugarcane & Mentha farming and wheat & pulse crop farming and

livestock management at Babrala. Resource persons from Krishi Kendra, Ujhani came to give the training. A demonstration session on the vegetables at the farm was also done. The training helped in solving their queries and enhancing their agriculture technical knowhow.

Empowerment Program

Self Help Group (SHG) Activities:

8 new self help groups were formed during this quarter and bank account were opened. A total amount of Rs. 2.95 lakhs was sanctioned as loan by the HDFC Bank to these SHGs.

Capacity building and gender sensitization programs and training on accounts and book keeping were organized during the reporting period for the SHG members from Bhimrana, Batisa, Gopi, Dwarka and Aniyari villages. Knowledge sharing session on safety and an awareness program on smokeless stoves were also organized. Since then, 52 smokeless stoves have been commissioned at the Makanpur village. A literacy program was organized at Mojap village. A team of SHG members and workers also participated in the OORJA competition where they performed a skit on Wellness.



Mr. Arun Pandhi
Chief Development
Manager
Sir Ratan Tata Trust

News & Views

Sir Ratan Tata Trust

Established in 1919 in accordance with the will of Sir Ratan Tata, the younger son of the Founder, Jamsetji Tata, Sir Ratan Tata Trust is a grant-bestowing public foundation. The Trust seeks to be a catalyst in development through giving grants to institutions in the areas of Rural Livelihoods and Communities (RLC), Education, Enhancing Civil Society and Governance, Health and Arts, Crafts and Culture. It focuses its grants to organisations which it can partner to undertake innovative and sustained initiatives with the potential to make a visible difference. It also provides grants for endowments, has a separate programme for small grants and gives grants to individuals for education and medical relief. The Navajbai Ratan Tata Trust, formed in 1974, embodies a similar approach in its grant-making.

Inherent salinity of land and its rapid ingress from the seaward side due to human abuse of natural resources, especially groundwater, along the coast of Gujarat, has been a well accepted phenomenon now. In the last two decades, this has snowballed into a social crisis of sorts, its impact well dispersed and rapidly increasing. Environmental degradation of the coastal area has led to out-migration of the agrarian communities, decline in cattle population and acute scarcity of quality drinking water for the communities. Prolonged use of saline water for irrigation has also resulted into a decline in agricultural productivity and has decreased soil fertility further. In 2002, in an effort to facilitate a solution to this environmental catastrophe, the Trusts, along with their partner organizations, launched the "Kharash Vistarotthan Yojana (KVY)", earlier known as the "Gujarat Coastal Salinity Prevention & Mitigation Initiative". Subsequently, the initiative also helped evolve an umbrella organization, namely the Coastal Salinity Prevention Cell (CSPC), located in Ahmedabad, which is the nodal agency for the initiative.

Within KVY, the Trusts have supported several Non Profit Organisations over the past ten years. In 2004, the Trusts first

partnered with TCSR through a four year phase of support (Rs. 7.23 million), towards developing a model on salinity management through a pilot in Okhamandal taluka on the Jamnagar coast in Saurashtra, involving agricultural, groundwater recharge and drinking water interventions in six villages. During this four year period, TCSR constructed Roof Rain Water Harvesting Systems (RRWS) for 538 households across six villages in Okhamandal taluka of Jamnagar district, piloted land reclamation activities across 66 hectares through adoption of specific soil treatment activities, constructed five water harvesting and recharge structures to enhance the ground water recharge and reduce the impact of salinity ingress, besides also piloting horticulture based activities and promoting drip irrigation for agriculture in three hectares.

Specific assessment data clearly shows a positive impact of the land treatment activities with an average increase in income amounting to Rs 8,000 - 10,000 per year with 40-50% increase in the production of groundnut and jowar crops from the treated agricultural holdings. Similar interventions for enhancing the ground water recharge resulted in enhancing the well water yields and availability of water for critical support irrigation. This has resulted in not only saving the crops but also enhancing the groundnut production by almost 50%. Construction of the household level roof rain water harvesting and storage systems has also secured the drinking water requirements of the households for over six to seven months of the year, thus resulting in savings of over Rs 4,000, an amount which otherwise would have been spent procuring water from tanker based water suppliers. More importantly, the construction of RRWS within the homes of the beneficiaries has resulted in time savings of between 2-4 hours daily. Lastly, the drinking water interventions have enhanced health conditions of the communities. A second phase of support (Rs. 15.03 million) was operationalised subsequently in October 2008. Interventions cover 20 salinity affected villages within Okhamandal taluka of Jamnagar district, Gujarat, with the aim of evolving a sustainable and people centric

model for enhancing the livelihood resilience of the communities, through promotion of appropriate agricultural practices, securing access to safe drinking water, water harvesting and enhancing recharge capacities in the salinity affected villages.

Under KVV, the Trusts, in partnership with Water and Sanitation Management Organisation (WASMO), Government of Gujarat, have initiated the Coastal Area Development Project (CADP), with the objective of establishing community managed systems to secure access to safe drinking water & sanitation facilities to over 45,000 households in 300 salinity affected coastal villages across nine districts of Gujarat. Amongst other things, CADP aims to: (a) provide for seasonal security and conservation of water supplies with an integrated combination of pipe and local traditional water sources; (b) provide for more hygienic household and community environments with sanitation improvement and increased hygiene awareness in communities; (c) facilitate community managed implementation of water supply and sanitation improvements; and (d) provide institutional facilitating support for the community level groups through the Independent implementing support agencies. In Okhamandal block of Jamnagar district, the project is being implemented in 15 identified villages in partnership with TCSR. Specifically, the Trusts support TCSR for undertaking various information, education and communication and awareness generation activities. Further, the Trust also extends additional financial support of Rs. 1,000/- to each household for construction of sanitation units. 2,000 sanitation units are planned across 8 villages.

The Trusts have also collaborated with Tata Chemicals Limited for piloting a nanotechnology based water purification system, namely, 'Tata Swach' (Nanotech Water Purifier TM), which has been developed by a consortium of Tata companies. Tata Swach produces safe drinking water without using electric power, which is often not available in rural areas. The pilot project, initiated March 2011

onwards, aims to cover 3,000 households across 30 villages falling under TCSR's interventions. Specifically, the Trust would provide support and IEC material for creating awareness among rural communities about safe drinking water and its impact on human health and socio-economic value.



Mr. R. Mukundan
President, TCSR

My Opinion

Being good while doing good.....

Times have certainly changed - and "Being Good" is at least being talked and debated now. We have moved on from the times of Gordon Gekko eulogizing - "Greed is Good" in the movie "Wall Street", to reprimand which some executives of major companies received from President Obama for flying in three different Private Jet planes.

So much has happened in the recent past - including Satyam etc, that business is no longer held in respect. Twenty years back, Public life or Public sector was seen as non-competitive and where politics played a role - this is looking from outside in. India had embarked on liberalization and privatization was the key route to harness the energy of the society. We have travelled a full circle now - the private business stands probably as tarnished as others, if not more. Contrast the changes in Russia and US and one gets the picture at large. Not a happy situation but the fact remains that "Business does not look like it is working largely for goodness of society" and "Society and Business - seem more at loggerheads with each other than before.

So here are my three hypothesis for you all to consider - these are my own views:

- a) Being Good - is a leadership issue and in business this rests squarely on the CEO and Board.
- b) Businesses at large needs to engage with society to draw the minimum norms of conduct which define acceptable "Minimum Good". Here is where Associations need to play a role.
- c) Being Good - cannot be mandated - it must be recognised, encouraged and benchmarked and synergized by leadership at all fronts of society with various actors (political parties, institutions, businesses, NGOs, media) at large has a role to play in creating an environment and the "leadership must lead by living it" harmonized in a live orchestra.

1. For Private sector companies the real issue of "Being Good" is at the

intersection of managing economic interests with reputation, license to operate and grow and moral obligation.

- a. The pressure of quarter on quarter profits if one is a listed firm is a key issue as some of the issues around "being good" do impact short term profits - For example commitment to Sustainability and Low Carbon will cost money. Does the leadership view this as expenditure or investment?. Hence the need for leadership to set the standards.
- b. There is also pressure on achieving individual goals and targets by hook or by crook, maybe, by disregarding the process to achieve them and compromising the long term sustainability of a business.
- c. We have had reputed firms who have been fined for Bribery, Cartelisation etc. These happen because of acts of omission and commission and clearly an indication that leadership let it happen.
- d. JRD Tata had quoted once - Tata's would have been twice as large had we comprised on some principles which we hold dear".
- e. Principles of conducting one's business is a board and leadership issue.
- f. In our group we have meshed them through "Tata Brand" - by commitment to "Tata Code of Conduct" and "Tata Business Excellence Model". TCOC and TBEM are the pillars around which all companies who carry the name Tata have to conduct their business around. Clearly the major shareholder of Tata Companies ie Tata has not given any room of ambiguity to the Board members and leadership in this regard.
- g. The benefits are clear to see, not just in economic terms, but also in intangibles like employee engagement, customer engagement and in terms of ease of transactions and commitment which we received when we made overseas foray.

2. The second hypothesis is that "businesses at large need to set

minimum standards and this must be explicit" and reviewed constantly in terms of changing societal needs through a process of engagement. Here Associations have a key role to play and some firms will have to lead the movement and engage internally to push the boundaries.

- a. The whole issue of "Affirmative Action" which was called on by Government, the industry has risen to the challenge and is engaging with the agenda. Did the industry act proactively in this regard? Was it forced into a corner? Is it only covering its tracks? Here is where associations need to play a proactive role in sensing the changes and setting minimum standards. May be we have to learn from this experience.
 - b. Climate Change - is another agenda which industry needs to proactively set standards ahead of the curve. It is a leadership issue which sets up "Climate Change agenda" and "Growth agenda" not in conflict but as active traction to achieve greater good. We need more commitment from Businesses and industry association in this regard. We need minimum standards which we will achieve. We cannot let a public pressure drive the agenda (for example - Supreme Court order which reduced pollution in Delhi). We need proactive planning and action by industry.
 - c. We in Tata have taken this issue of Climate Change and Affirmative action seriously and are moving on these issues in a proactive manner.
 - d. We also have seen that pushing the boundaries has led many organizations towards social innovations that not only do "good" but also make great business sense.
3. Lastly - Being Good cannot be mandated - it must be encouraged and celebrated. The societal leadership must live it. The leadership needs to set standards and Key Performance Indicators and report its performance to the stakeholders. As transparency norms increase - be it through RTI Act or greater scrutiny by media and NGOs, the need to live it every moment becomes even more critical. "Being Good" is a 24x7 act and it is not that one is good from 9 to 5 - being good must be in the life blood of leadership and then it can be demanded.
 - a. We in Tata Group have been blessed with a pipeline of leadership which has lived it every moment.
 - b. We see our role in nurturing a pipeline of leadership which continues the tradition and the way we are.
 - c. It is our hope that every institution - public and private takes up this critical agenda for greater good of our country and humanity at large.