



Challenging Gender Norms: The Story of India's First Female Taxi Driver

Rashmi - Hello everyone, thank you for joining this session, Challenging Gender Norms. My name is Rashmi Vikram, and I lead Community Business here in India, I will be the moderator for this session.

The theme for our Conference this year is Impacting Positive Change - Challenging Assumptions and Disrupting the Norm and that's the reason why we feel that it's perfect for Elisa and Selvi to share the story of how they have challenged deep rooted gender stereotypes in India. A quick introduction to Elisa. Elisa Paloschi is the President of Eyesfull Inc., a Toronto-based independent documentary film production company dedicated to telling stories with social relevance. Working at the intersection of storytelling and social impact, Elisa creates bridges between corporations, government, not-for-profits and philanthropists. Elisa is drawn to telling stories that reflect the diversity of the human voice. Her documentary Driving with Selvi premiered in 2015 at Raindance Film Festival, London UK. Since then, it has appeared in over 100 festivals around the world, won 8 awards and was a Top 10 Audience Favourite at International Documentary Festival Amsterdam. Driving with Selvi has been broadcast in 7 countries, translated in 8 languages and rated #1 Best Documentary of 2016 by Time Out London Magazine.

Elisa welcome to this session today - We are delighted to have the opportunity to speak with you and spend some time with you today – finding a little bit more about you and what got you started in this work – and to hear about some of the specific work you are doing to impact change. And most important, we want to focus on the impact campaign that you are running and how you are making this a reality. Elisa, tell us a little bit about yourself. How did you first meet Selvi? What inspired you to tell her story?

Elisa – Thank you Rashmi it's really great to be here. I came to India for the first time in 2004 and at that point in my life I hadn't made a film in 10 years. So, I was there totally as a tourist but I quickly began to feel disconnected from the community, from society and I decided to do some volunteer work while I was there and I ended up at a shelter in Mysore called Odanadi, and it was here that I met Selvi, she was an 18 year old girl at that time and together with three other young women she was learning to drive, learning to run a business, on the road to starting South India's first female led taxi company. So that very first day that I was at the NGO, the directors Stanley and Parashu found out that I had a film background and asked me to shoot something for them – you know like promotional piece for the NGO and I said, "You know, I don't make films anymore. I don't have a camera." And they picked up the phone and later they had a camera sitting on the table for me. So I was a bit hesitant at first but what I found though, is once I picked up the camera, the girls were very open with me, and it was a way for me to really understand their stories, their emotions, their goals, their dreams, and their pasts - really things that they weren't willing to talk to me about otherwise. So Selvi was one of these girls, and I was really interested in her. I was really inspired by her. She had such an incredible energy and so much courage and such a positive attitude. And she a small woman, and sitting behind the wheel she could barely look up over the windscreen. But I was hooked, basically. So I started to sort of focus on Selvi and the other girls driving at that time, and then I came back the next year and Selvi was still there but she was the only one driving the car. She was the only one running the company at that point. So then my film really began to focus on Selvi and her story. You ask me how I won her over or how she won me over? I mean, she won me over really easily because once you see the clip you'll see exactly what I saw in her. But it was more difficult for me to win her over. She wasn't really hesitant at first to shoot with me, but once she had her own home and her own life, and was outside of the shelter, she was a little bit more hesitant. But what I said to her really early on was that I felt that her story had inspired me. It had changed my life already. You know, I was back into filmmaking and I was back into storytelling. And I knew that her story could change the lives of and inspire girls across India. It



was really obvious to me. So she kind of stopped and said to me, “I don’t want to make this film, but if I can change the life of 1 single girl, then it will be worth it.” And that was the beginning of a 10 year relationship of making this film, because we shot from 2004 to 2014.

Rashmi - Fantastic. And I think you were at the right time and the right place, and everything fell into place because, you know, if you didn’t have the story, if you didn’t have that camera, if you didn’t have these people willing to be vulnerable in front of you, I don’t think this would have ever been made. So I think it all was just the universe’s way of putting everything together.

Elisa - Yeah, I agree. I totally agree.

Rashmi - Elisa, you have a very unique opportunity here. You have come from a completely different continent and you are looking at India from outside in. You would have seen some of the challenges that all of us here are facing with. You’re also seeing some of the ways in which individuals are, in their own unique way, trying to sort out these issues. So what I want to ask is, what are some of the biggest issues that you have observed – and what issues did you want to put the spotlight on, when you looked at the entire story that was unfolding in front of you?

Elisa - Well I think the biggest issue is gender inequality. You know, that’s a very broad term. Within the film, we focus on child marriage, we focus on dowries, we focus on work for women. And specifically in the case of ‘*Driving with Selvi*,’ trying to support non-traditional livelihoods for women. So I think what I saw in India at first was just purely gender inequality. I saw women being abused. I saw girls not having a voice. I saw women not having opportunities to work, not having choices on their physical beings, as well as their emotional wellbeing. And I mean, I come from Canada and we have our own problems there, but we certainly have a much more advanced situation when it comes to women and gender equality. I feel like I grew up in a very privileged way and a very privileged country, because I know that most countries don’t have nearly as much opportunity for women as Canada does, and we still have a lot of work to do. So it was really this - I felt very angry at what I saw the challenges were that women were facing. And at first I didn’t think I could really do anything about that. You know, I was really there as an observer, and for me that’s what filmmaking has always been. It’s always been about observing someone else’s reality or a reality that I’m not familiar with. And I don’t like to put words in the mouth of the subjects of the film, and I feel like I’m very much sort of a fly on the wall and a gentle inquisitor of someone’s state of being. So, I really thought that Selvi could become a voice or a vision of what’s possible, and that’s really what drew me to her and to her story. You know that first year that I was there, there was so much anger. There was so much anger within. And I know that I can’t make major changes but what I can do is use my tools and skill set to support other people, other organizations on the ground, to create that change. So in a way I’ve created a product, really, a product that can be used as a tool for social change. And that took a few years for me to really work out how that could work, but we’re at a place now where we’re having some really successful interactions with girls and women and community leaders. It’s been very empowering to see Selvi grow as a woman in front of the camera but also as we take the film out into the world.

Rashmi - That’s really fantastic, and you’re very right because what we’ve noticed with our work at Community Business as well is to make people realize by using stories. So we have a very unique program, which is a product for us, we call it the Faces



Workshop, where we bring in real life examples to showcase people and how they go through discrimination and what the impact has been on the individual's performance, both at the workplace and even otherwise. We see a lot of changes in individuals when they listen to these stories, and we see managers walking up to say, "What can we do to change this?" So I know that stories have a lot of impact and we really hope that stories like yours continue that whole journey as well. Now one question that I want to ask, and this is in connection with the movie again -- What kind of issues came up during the filming of the movie? You would have seen child marriage when you were starting off, but when you started filming the movie, what were some of the other issues that were raised? And also, how has the movie helped the journey of challenging assumptions and changing the role of women in India in the work that you do?

Elisa - Okay, so that's sort of 2 questions. So part of what you asked is what did I see beyond child marriage as issues. So when I started the film, my intention wasn't just to make the film about Selvi. It was to make a film about the situation in general the girls were facing. And what I saw when I was at Odanadi, I mean Selvi's story is quite simple. She left her home at a young age and she needed a place to find support to finish her education and to learn a skill. But I met many girls during my travels to different NGOs that were survivors of human trafficking, of marital physical abuse, of being forced into the sex trade to domestic slavery. So originally my film was about how girls are being funneled into this situation that they can't get out of, and what can society do to change that. So I had interviewed many girls beyond Selvi, and one in particular really stuck with me. Well actually, all of them did, but one young woman I met, she was in her early 20s, she had a 6 year old daughter, and her husband had left her because she couldn't give birth to a boy child. And after the birth of her first daughter, when she was pregnant for the second time, at about the 6 month stage, the husband thought, "Oh, well let's do a gender echograph and see what gender the baby is." And when he found out that it was a girl, he forced her to have an abortion at 6 months. And this happened twice. To hear this woman tell her story was such... well trust in me, and trust that she was willing to share this with me - to me that was heartbreaking. It was heartbreaking because she was desperate to tell her story, because no one else would listen to her. It was terrible because I'm a foreigner and really, I can't do anything for her other than just be an ear for her, which was really important. I met girls who had been sold by their neighbors into human trafficking, into the sex trade, and had worked as sex works for 5 to 10 years. I met girls who had been sold into domestic slavery where they were raped and burnt and abused by the men in the family. So it was so many tragic stories, and for me what was really important in making the film was to talk about and understand what those tragic stories are, to understand what girls are facing, what women are facing in India and many other places. But I wanted to tell a story in a way that the audience could go away with hope - that there is a solution, that work can be done, that we can work together. And when I say together, I mean for example, I have this really great film about a fantastic woman who is such a great spokesperson for self-empowerment. And I'm connected to many NGOs that work on the ground with women and girls. So we have this capacity to create partnerships with the film, and in a way, there's 3 types of partners that need to come on board to really create this change. And that is, people like me, who really have the capacity to tell stories, people like Selvi, who have a story, organizations that have an audience that are already working at changing the lives of girls and women. And then we need corporations and government ministry and international funding that can actually make this partnership a success so that we can get the film on the ground. We can get the film into schools across India. We can get the film into small NGOs that don't have the capacity to do something like make a film on their own. I'm not sure if I answered your question.

Rashmi - You did! And I was just taking all that in because what starts off as just one issue snowballs into so many different issues that individuals bring to the space. And the impact that a



movie can have is really seen here, because it's telling an individual's story who has no other avenues to tell their story. It gets 100 people to listen to that and then go back and say, "This is not going to happen to me. I won't be part of this network again." So I think that the power of the movie is amazing, and really thank you for bringing in this perspective to the audience. I'm sure a lot of them must be reflecting on these points you just shared. I'm sure the response to the movie would have been fantastic, but I want to hear from you - What has been the response to the film? And has anything that has happened during this whole launch of the movie that has surprised you? Was there anything different?

Elisa - Well, I mean what surprised me was really the success that the film has had. I started out thinking I was going to make a little film about a small story in a small town in India. And even though I had convinced Selvi to make the film, because I thought we should share it beyond just the community where she was living, I didn't know how I was going to do that, and I didn't really have the skills to do that at that point. So it's been a surprise. The film has had incredible success internationally. It's won multiple awards. As you said, it's been translated into so many languages, and that is really the audience that you expect to influence with a film. And what's really been interesting is seeing how girls and women are really affected by the film in North America. I've had people write to me after the film saying that they were terrified, usually girls. Most places in North America you can learn to drive at 16. So with these younger audiences, we had so many girls that came up after the screenings, or sent emails, saying that they had been terrified to learn how to drive, but seeing Selvi and her courage had an impact on them. But what really has been the most incredible, both emotionally and personally for me, and I think for Selvi as well, is to see the shift in attitudes in India. So we have been screening the film in India since 2016 as part of a campaign that has been reaching girls, men and boys as well, and it's been really successful in shifting attitudes. This wasn't something that Selvi and I were involved with. We weren't there to see that change happen, but recently last October, we launched Selvi's bus tour, which was a 25 day tour where we got on a bus, there was a team of 6 of us, and we travelled from community to community, from village to village, screening the film with local partners along the way. So for example, in north India, we were in Delhi and UP, and we worked with organizations. For example we worked with Agha Khan Foundation who were doing girls empowerment programs. They screened the film and then afterwards we would have a discussion, a facilitated conversation, specifically around the film, and specifically about the work that they were doing. And the girls, for example there was one small village Bairaj in UP, we came into the room and all of the girls were huddled down, looking to the floor. They were all squished in to a small, very tight group, almost like they were protecting themselves from these strangers that came in. After watching the film, the group had expanded. There was so much joy. Their chests were up. Their faces were bright. And they had never met, they had never seen a girl like Selvi. They were seeing a woman driving a car. They had never seen a girl face the challenges that Selvi had faced and actually find a solution for herself and to come up on the other side. They had never seen a woman create such a positive life for herself after facing all those challenges. So I think that that is the beauty of this film. It really touches the audience, the women, the girls, and the families on such a personal level, where they can see themselves in Selvi. And she's such an open, charming woman that it's easy to love her. It's easy to admire her. So I think it's been, for me, I think the most positive thing that has come out of this film is how all of these years of work that Selvi and I have put into this film, our dream of changing the life of one girl has expanded so far beyond that. And with Selvi's bus tour, we reached 2,000 girls. That's sort of like a drop in a bucket. It's not a huge number, but these were facilitated screenings where we travelled by bus. And just imagine, if this film was made available across states, through the ministry of education, or if it was with a large NGO that would be able to take the film and reach all of the girls and women that they're working with. So that is our goal. We've seen that the film really does change attitudes. We've done an evaluation report which talks about the numbers of shift. So for example, we've had questions like, I'm paraphrasing the question right now because I don't have it in front of me - Is it ok for a woman to do a man's job? And before screening, we did a baseline survey and the majority of



the girls said no, it's not okay for a woman to do a man's job. After the screening, the percentage had risen significantly, at least 20 - 30% more of the participants agreed that it was okay for a woman to work within the man's world. Now, just doing a screening isn't enough, because we walk away from there and if the girls don't have anyone to continue the conversation with or continue the work with, then they will always remember Selvi, but they may not be able to take the full advantages that can come from watching the film. So what's really been important to me and heartwarming as well is that of the 17 screening partners that we worked with during Selvi's bus tour, at least 15 of them want to continue using the film. They want to continue sharing it with girls that come in to new programs. They want to take it into schools that they work with. So that I have to say is probably the greatest news that we could have hoped for, coming from our campaign, Selvi's bus tour, is the shift in attitudes that we saw firsthand, immediately during the screening. But also we did a 6 month follow up survey and to see that that change has continued 6 months later has been really important for an important result of the film.

Rashmi - That's fantastic, Elisa, and we really hope that the story reaches the state government, the central government, and the ministry whose really involved in implementing these programs. What we realize from hearing you talk right now is that not only touches people from any other strata of society, it touches everyone, right? All of us women might be going through some issues where we don't have an avenue to speak out. Or it could also be that we don't have role models that we see who can change the way we think. So I think it's really important that this story reaches both the urban and the rural parts of India. So we really hope that it goes forward from here.

Elisa - I think that there's a lot of potential. It's really about developing. We have connections in the ministries, we have connections on the ground, and now we need to involve the corporations who have the same goals that we do of shifting attitudes and working with women and girls on the ground.

Rashmi - That's an amazing journey, Elisa. Just want to know what you're working on currently. Can you share with us a little bit about your current projects?

Elisa - So everything I'm working on is still related to 'Driving With Selvi,' and it's sort of the 3rd and final stage of our 3 stage campaign which is to reach girls all across India. We started out with the goal of reaching 1 million girls, and so far we've reached about 2,000. We're currently, though, speaking with and working with an organization based in Andhra Pradesh who has a reach of 800,000 girls. They are working with these girls within a school environment, so it's already a partnership between women and child development as well as the Ministry of Education. And they have a very strong interest in taking the film into these schools where they're already working, so this would enable us to really reach our goal of 1 million girls. So we're in conversation with them now. They have NGOs that are working on the ground in communities across the state. They have the capacity to reach their goal of 800,000 women. They don't have the financial capacity, though, to actually use the film. It's not an easy process. There's a lot of expenses related to taking a film into schools. So we're in this conversation right now and we're so close to finalizing this partnership. But as I was saying earlier, it's always a matter of financial difficulty. So this partnership is one, but there are many across the state. We have an organization in Karnataka, in Mandya District, who has the capacity to take the film into 500 schools. They're very keen to do that, but again we need to find an organization that can support them. So as I was saying before, we can work in any state. The film has been translated to Telugu, Kannada and Hindi. It can be translated into any other language in India, and really it's a matter of bringing together groups of people that work on the ground and the financial support and take the film and use it to really create that social change that we know



that it can have.

Rashmi - And when we were talking about it, I was also reflecting on the status of women in India. And I'm looking at, since the audience today is mostly corporate, I wanted to ask you if you have a call for action to corporate representatives watching this session? How can they help to impact positive change in India for women?

Elisa - Well I can speak specifically to how that relates to the film. We have a call to action, and a campaign called "Save Her A Seat," and the idea behind this is that you can pay it forward, pay a movie ticket for a girl in rural India or in inner-city India to see the film. So in Canada and the US, we have been raising funds to do this by asking for 10 dollars for a girl to see the film. In our limited reach, we've had some really great success and that campaign helped fund Selvi's bus tour. But really what I see is that Corporations who have the goal and the mandate to work with women and girls can easily use this film by either supporting it financially to enable the film to get into schools, or it could be that they work themselves to bring the film into organizations that they're already working with. And I mean, you know much more about this than I do, but every corporation has a social responsibility program, and I think that this film can fit very nicely into the requirements that these corporations have in creating change. But I also believe that change needs to come not only because the government is saying that corporations need to do this work, but it needs to come from within - from within the people who work for the corporations, from within the people who are running the corporations, to find something that's really important to them and the community where they work or the community they want to reach, and then really focus on working with other partners to make those goals happen. And I think that with 'Driving With Selvi,' we have a great film that is very easy to share, to use, and to talk about. So, I mean, I could say that organizations and corporations should work with us, but there are so many other campaigns that are very valid that will work with goals that they have.

Rashmi - Thank you for sharing that. And I'm sure that corporate representatives, CSR representatives, who are part of this session who are listening in would be really interested to know more about this. So if any of you are interested to know more about how to contact Elisa, do reach out to me. We'll be really happy to make an introduction to take this campaign forward to reach out to more than 2,000 girls in India, almost 1 lakh or even more than that. I think the story needs to be told to a lot more people who can be impacted. You spoke to us so much today, Elisa, about the Bus Tour and the impact it's been having in rural India, and I'm sure that this will be taken forward to the rest of India as well. I know the audience must be really curious now to meet Selvi. They've heard so much about her. They've heard so much about her movie, as well. So what we'll do now is watch a quick clip of the movie before we meet Selvi.

Movie clip Plays

Rashmi – Welcome back and I am sure all of you are excited to meet Selvi after just watching her movie . On this show we have Selvi with us today and we are going to have this conversation in Kannada , we will have subtitles so that all of you can follow the conversation – read the subtitles on the screen. So Selvi we want to ask you a lot of questions but the first one I want to start off with is – You have established a reputation as the first female taxi driver in South India , what is your reaction when someone acknowledges you?

Selvi – I can't describe the feeling of happiness , when we get the first place and no one else has been there – I have got it feels happy.

Rashmi – Very nice – so how did this journey start , Tell us a little bit about your background



and how this came about.

Selvi – Don't want (she is hesitant to talk about the past).

Rashmi – It's Ok

Selvi – I won't go too much into my background you all would have already seen it in the movie. I will tell you from the time I reached [Odanadi](#) . For the first three months I was just doing odd jobs at Odanadi . Our Hostel director Stanley and Parashuanna asked me if I would be interested in learning how to drive . At first I was scared but after I learnt driving I got a lot of confidence now I have my own taxi .

Rashmi – we have seen a lot of challenges in rural India , which part of India are you from

Selvi – I am from Kollegal Taluk , Cowdalli village

Rashmi- So you were born and raised in a village what kind of challenges have you faced growing up as a woman in rural India

Selvi- It's not while growing up – as girls right from the time we are in the womb we face challenges . I have faced a lot of challenges right from my siblings to my parents and my relatives . Even to go to school there were lot of issues , I really struggled hard and was able to complete only up to 9th grade . Every step there are lot of challenges faced but I had this passion to study and hence I would work hard. I used to score good marks and hence my teachers supported me, this was the only reason my brothers allowed me to study up to 9th grade and after that they did not allow me to continue my studies . After this whatever has happened to me is there in the movie and you all know what happened to my life so I won't go back to that.

Rashmi – I have also seen that education is very important and the other challenge that I have seen in villages is that if a girls education has been stopped then the family immediately gets her married off.

Selvi – It's not after stopping the education , many of times it is while the girl is studying and many girls education gets halted for the sake of marriage . If a girl comes of age / attains puberty they are married off in the villages .

Rashmi – It's been many years since you left the village how is the situation now, are there any changes to the mindset of people .

Selvi – I am not very sure of my village – I don't go there now. We are working with a number of villages these days and I see that due to the stringent government rules people are a little scared about child marriage – because of this fear people at least wait until the girl is 18 years old before getting her married .If the government rules were not there then it would be the end of a girl's life . This is just one of the issues women face, there are still many other factors that contribute to the subjugation of women in India. Somewhere in India and in some form or the other atrocities continue to happen.

Rashmi – thank you for sharing this and I think it's important that we know that there is still a long way to go. We might read a newspaper report or watch something on television and think that life has changed but the reality in small villages still needs to be focused on.



Selvi – it's not only the small villages even in the cities gender inequality is prevalent, because when the people from the village come to the city their mindset will not change and they will continue behaving the way they did back in the village.

Rashmi – so my next question is about mindset, what I have noticed is that in our society there is a set of rules about the roles of men and women but you have broken this stereotype. We saw today that you ride a bike as well.

Selvi -Its very different reactions, some people understand how the world is expanding, how women are participating in all aspects in life, but so few people have this open mindset, while some people do not have this mindset. I have heard a lot of people speaking about me – as to why I have been allowed to do all that I do. When I went to Chennai for a programme I saw a bunch of women who had gone for a bike rally – they even won medals. I had a very interesting conversation with one of the women she said that she would ride the bike until she die, I felt that she had tremendous passion. Irrespective of the background I know that if we support women, say for example a father at home if he supports the daughter and identifies her strength and supports her then only there will be progress.

Rashmi - What reactions have you faced from people who ride in your taxi?

Selvi – again not everyone is the same, they will have many questions like: How did your family allow you to drive? How did they allow you to drive like a man? etc. People keep asking many questions but if I am interested in a job I do it well. I cannot keep answering all the questions sometimes people are too inquisitive so I draw a line and do not encourage it too much. My answer to peoples questions is that I am interested in my job and I am happy doing it. I have started my taxi company in Tamilnadu after a 8 year gap, it's just the beginning and its difficult here because I don't have any one to introduce me here. I have my own vehicle but even now people ask me if they will give the car to let them drive themselves rather than having a lady driver. I am very firm – I don't allow anyone else to drive my vehicle. If people trust me and come to my taxi company I will take them to their destination. There are many people here who have read about me in the newspapers, so people who have read about me, know me and know it's okay to use my taxi. Some people do not understand.

Rashmi – It's a slow beginning Selvi , our wish for you is that even if you start slowly you will be successful since you have taken everything as a challenge – so you will be successful.

Selvi – [laughs] yes that's the reason why even if there are lots of hardship we are taking small steps into this.

Rashmi – Actually for your daughter , I think you have two daughters right? You are a role model to them, you have always faced a challenge head on. Even if there are any issues you think about how to face it and determine the other ways in which you can approach the situation and work out how will you move ahead, that I think this is your biggest strength. I think you should continue in this spirit. My next question to you is about your move, you have worked with Elisa it has been a long process (10 years) how has your life changed what impact has making this film had for you personally?

Selvi – When I first learnt driving at Odanadi and started driving, I was just Driver Selvi . I did not know I was south India's first taxi driver I was driving for almost 3 years before meeting Elisa and by the time the movie released it was 10 years from the time I started driving. It was only



after the movie released did I know that I was South India's first taxi driver that is after 10 years so if the movie had not come out I would never know. I think this is the issue with all of us women, we never appreciate our own strengths or know our own talent – but someone else will be making use of their talent and women will never realise that.

Elisa made this move with me and introduced me to the World as South Indias First Female Taxi Driver – I recently got an award as Indias first female taxi driver.

Rashmi – congratulations

Selvi – thank you – I don't believe that I am Indias First Female Taxi Driver – I am sure there are others who would have been there before me but they have given me the recognition. Apparently they did a search and found that no one before me had badged (registered) before me, women were just driving before me.

I really feel that if women want to stand first in anything they need a lot of courage, we need to prove to our self that we will succeed. Even if we do not take care of anyone we must not be beholden to anyone else, that's my aim.

Rashmi – Fantastic Selvi as I told you before this conference is targeted at the corporate sector. Even in the corporate sector we see a lot of challenges for women in their early career's, returning mothers or women struggling to get a job so there are different types of challenges in the corporate world. So what advice would you give to these companies and how can they play a role in creating a more equal society for women in India?

Selvi – from what I have seen if a woman goes to work there is a clear demarcation in the roles – heavy loads can be carried only by men and not by women . This is decided by the management, how can they decide before giving it a try? Give the woman a chance, tell her she will get the same salary, then she will be motivated . Another aspect I have seen is after marriage, companies are hesitate to give women jobs – why does the organization decide that a woman will not get back to work after marriage or childbirth? I feel women have the strength to do any kind of work but to prove themselves they need to be given the opportunity.

In one place I saw that there were a group of women who were doing some really hard work but the men were given the only bigger roles with responsibility. I am not pointing fingers at anyone this is just the truth, my question is, when the women are putting in all the hard work why are the men given higher salaries? Why are strict shift timings given only to female workers? I feel management in organisations need to look at this in equality without differentiating by gender. Give the woman a chance – if a man can carry 10 sacks the woman can carry at least 5 sacks of grain.

Rashmi – this is very important and lastly what I want to ask is if you want to create an equal society how will it look like for you

Selvi – First of we need to know that there are men who treat women equally and then there are women who try to push women down. We see mother in laws thinking why should the daughter in law go out and work, why can't she stay at home? In cases where the woman works I have seen her give the entire salary to the in laws and then go asking them for money for their every need. Why should a woman be like this? why can't she be in control of her own finances? This should be stopped, women should have the responsibility of their own finances, they know how to spend and how to save. The husband, in laws and parents should support women – if they keep stopping the women from progressing then there will be no equality .



Rashmi – Very true, thank you for sharing your thoughts Selvi we hope people will use the information you shared today. We hope that the session inspires people to face challenges.

Thank you so much for viewing everyone , that's all that we have for you today . We look forward to hearing your feedback and taking this journey forward – thank you.



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