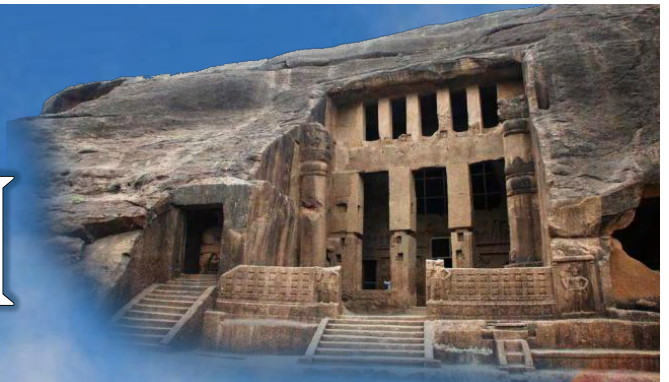


# KANHERI

Monthly Club Bulletin



“A Rotarian is like this mighty figure—using many helping hands and unwavering strength to uplift the entire community.”

## Rotary Club of Borivli

Volume 6 | December 2025  
Private Circulation only

R | President : **Francesco Arezzo** | District Governor : **Dr. Manish Motwani**  
President : **Ketal Tapiawala** | Secretary : **Jaynisha Sampat** | Bulletin Editor : **K. V. Premraj**

## From the President's Desk



Dear Fellow Rotarians,

As we welcome the month of December, a time filled with warmth, gratitude, and celebration, I extend my heartfelt greetings to each member of our Rotary family. This season reminds us of the joy of togetherness and the enduring spirit of giving that lies at the heart of Rotary.

The month of November was especially meaningful for our club. Our pilgrimage tour to **Mahakaleshwar and Omkareshwar** brought members and families together in a spirit of devotion and harmony, strengthening the fellowship that has always been our club's foundation. Just as enriching was our 21 Apekshit book distribution for 10th Standard students. Supporting young learners as they prepare for their board examinations remains a responsibility we cherish, and it was a delight to encourage them through this initiative.

During the Rotary Service Week (RSW), our club once again demonstrated its spirit of leadership and service by participating in and spearheading almost every initiative organized during the week. The collective enthusiasm of our members turned each activity into a meaningful contribution toward community welfare. A special word of appreciation goes to Project Chair Rtn. Mehul Parekh, whose meticulous planning, seamless coordination with neighboring clubs, and hands-on execution ensured the success of all RSW projects. His dedication truly reflected the Rotary motto of "Service Above Self" and set a benchmark for collaborative impact.

Our AGM was conducted with dignity and clarity. We extend warm congratulations to our President-Elect Aarti Parekh for announcing her team for the upcoming Rotary year, and we wish them a term filled with purpose and accomplishment. We also express our sincere appreciation to our IPP Harish Chandarana for offering the club a remarkable year and completing the passing of accounts with transparency and dedication. Their leadership continues to inspire confidence and continuity.

We take great pride in congratulating our own IPDG Rtn. Chetan Desai for bringing exceptional honour to our district at the Rotary Institute held in Delhi. His leadership during his year as District Governor earned record awards, particularly in the areas of The Rotary Foundation (TRF) and Membership, setting new benchmarks for excellence. His achievements stand as an inspiration to all of us and reflect the strength and commitment of our district.

As December's festivities embrace us, the spirit of Santa Claus reminds us of the quiet, generous acts that brighten lives. In many ways, Rotarians embody this same spirit—working selflessly, offering hope, and spreading joy without expectation. Every project we undertake becomes a gift to the community, reflecting the true essence of service above self.

This month is also Rotary International's designated theme of Disease Prevention and Treatment. It urges us to continue strengthening our efforts in promoting health, supporting preventive care, and extending medical assistance where it is needed most. Let us reaffirm our commitment to building healthier, more resilient communities.

As we complete the first half of the Inspire Year, I express my deepest gratitude for your unwavering support, active participation, and enduring fellowship. Every achievement of the past months has been possible only because of your collective strength and dedication. As we step into the second half of the Rotary year, I humbly seek your continued support and enthusiasm so that we may carry forward our momentum and touch even more lives.

Wishing you and your families a peaceful, joyful, and inspiring December.

**Rtn. Ketali Tapiawala**

**President, Rotary Club of Borivli**



## *Rotary's Promise: Preventing Illness, Preserving Dignity"*



December invites the Rotary world to reaffirm one of its most enduring callings — Disease Prevention and Treatment. Long before it became an official area of focus, Rotary's heart was already beating for global health. The story goes back more than a century, to the days when clubs spontaneously rallied around epidemics, supported community clinics, and funded early vaccination drives. But it was in 1979, with a small but powerful polio immunisation project in the Philippines, that Rotary discovered its destiny — to protect lives, restore dignity, and build a healthier world.

From that spark emerged PolioPlus, the largest privately funded health initiative of its kind. Today, Rotary's health work spans continents: maternal care in Africa, malaria control in Asia, mental-health support programmes, waterborne-disease eradication efforts, and thousands of local medical interventions every single day. Each project may look different, but the spirit is the same — no life too small, no community too distant.

Back home in India, the Rotary movement has touched millions. Our nation's polio-free status stands as one of humanity's great public-health victories — and Rotary's fingerprints are all over it. Across the country, Rotarians continue to organise cervical-cancer screening camps, mobile medical vans, dialysis support centres, paediatric heart surgeries, and mental-health awareness programmes.

Rotary District 3141, too, has made health its heartbeat this year. The district's focus on cancer screening, blood-donation mobilisation, senior-citizen health outreach, and preventive wellness education reflects a deep understanding: healing begins long before treatment — it begins with awareness. The proposed Rotary hospitals will be a gamechanger in the days to come.

At the Rotary Club of Borivili, this commitment is not new; it is a part of our DNA. Over the years, we have led PolioPlus drives, dental check-up and treatment camps, eye-screening and cataract support, and breast and cervical cancer detection camps that have helped thousands. Each camp is more than a project — it is a moment of comfort for someone anxious, a lifeline for someone worried, a reassuring hand on a stranger's shoulder.

As we step into December, our Club prepares a new slate of initiatives — wider screenings, stronger partnerships, and deeper community engagement.

Because in Rotary, prevention is not just medical.

It is an act of love and service

**K.V. Premraj**  
**Managing Editor**



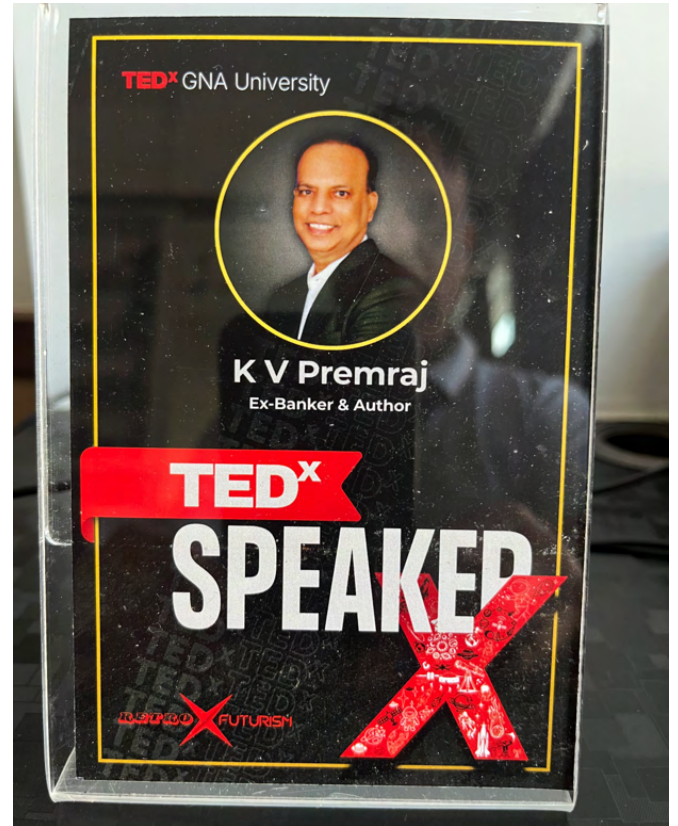
# 'Stars of Borivali



## K V Premraj



On 15th November 2025, K.V. Premraj was invited by Guru Nanak University, to deliver a TEDx talk.



## Dr Monish Naidu



Dr Monish Naidu presenting a Clinical Paper at the 59th IOC National Conference (Braces Conference) at Vishakapatnam



# Mumbai's Malabar Nature Trail

~ Contributed by Ashish Tapiawala



On a Walk With the Architect of Mumbai's Malabar Hill Nature Trail, the City's Forest Story Comes Alive

The Malabar Hill nature trail is cradled by the microbiome of the Malabar Forest. Principal architect Rahul Kadri takes us on a guided tour of the walkway, where he explains the design philosophy.

I'm at the nature trail in Mumbai's Malabar Hill, here to meet a certain someone.

The certain someone I've been waiting for taps me on the shoulder. Rahul Kadri is here.

Until today, I knew Rahul as one of the principal architects of IMK Architects — an architectural firm whose expertise dates back to 1957; their projects dominate the Indian skyline, functionality and culture convening in each. But, from 30 March 2025 onwards — the day the walkway was opened to the public — I will recognise Rahul as the man who gifted Mumbai a time portal into the past.

The architect unravels the art

It's barely a month since the Malabar Hill nature trail gained a place in the city's memory. But it hardly feels like a newcomer. It's almost as if the trail always existed and just needed to be uncovered.

We amble along the walkway, guided by its

contours and dips. Rahul, on the other hand, relies on muscle memory to find his way.

The Malabar Hill walkway is constructed in a way that there is no disruption to the flora and fauna of nature here

We're shaded by a canvas of green that dances above our heads. The forest is an archive of gulmohar, copperpod, mango, coconut, rain tree, jamun, and jackfruit trees. Our company is audio-visual; while the trees make for a pretty sight, the chirp of birds cracks into the silent interludes during our walk.

Rahul's design mastery doesn't come as a surprise. He is following in the footsteps of a fabled architectural legacy. His father, Iftikhar Kadri — now 97 — gave Mumbai its beloved Nehru Centre.

Like his father, Rahul's genius lies in architecting places that are rich with possibilities. His architectural vocabulary is angled towards simplistic design that aces functionality.

Rahul adds, "No trees were cut for the project." The walkway has found its safe space, its Merbau wood torso supported by epoxy-coated steel columns, cradled by the land, almost like a huge hammock that finds support in the forest's beams.

Our walk is punctuated by nameplates that bear





Every brainwave, every idea, and every decision has led to this beautiful composite that is the walkway. To say that Rahul has built Mumbai a walkway will be to trivialise what he has done.

**All images courtesy IMK Architects**

mention of the different species of birds that call this forest home — the Great Indian Hornbill, bulbuls, and parakeets. The walk boasts pockets of unprecedented stillness, broken only by the sounds of nature.

Design viability and beautiful views convene in the nature trail; its Sea Viewing Deck offering the average visitor a chance to see their city through a new lens. Through the 482 metres it covers, the walkway embodies Rahul's vision for nature to become a centrepiece of public architecture projects.

Surrounded by trees and the sounds of chirping birds, one can hardly believe this little forgotten haven exists in the middle of Mumbai. The Forest trail was conceptualised to extend this experience to the people of the city while still keeping protection of this environment as the focal point.

The elevated walkway begins on Siri Road behind the Kamala Nehru Park and ends in the verdant sprawl of the Doongerwadi Woods. Segueing into the conversation of how the project saw the light of day, Rahul backtracks to one of his walks through this stretch during the COVID-19-induced lockdown, when he and his wife were exploring the neighbourhood.

“We decided to support the walkway from below with steel, which is lightweight, sleeker, and easier to maintain over time. I didn't want concrete because it would mess the forest up,” Rahul notes.



# AI: Friend or Foe?

~ Debate Report ~

Our Club hosted an electrifying debate on the compelling theme “AI – Friend or Foe?” on 28th Nov 2025. It was an event that showcased not only intellectual sharpness but also the spirit of healthy discussion and curiosity. .

Two teams of four members each were formed. The team who thought AI as a Friend comprised of Dr Dhaval Pandya, Vandana Dodia, Ketan Shah and Jaynisha Sampat. Those speaking for it as a ‘Foe’ were Dr Kanak Ganguly, Ashwin Gala, Dr Ashwini Naidu and PP Hemant Mehta.

The two spirited teams took the stage, each determined to claim the stronger argument. The debate opened with the Opening Statement Round, where both sides laid out their positions with clarity and conviction. This was followed by the Rebuttal Round, in which participants demonstrated impressive analytical skills as they dismantled opposing arguments with logic and precision.

The energy intensified during the Cross-Questioning Round, where quick thinking, evidence-backed responses, and sharp counter-queries kept the audience thoroughly engaged. The Rapid-Fire Counter Round added further excitement as teams responded instantly to prompts on AI in healthcare, education, ethics, and daily life—testing their agility and depth of understanding.

The audience, equally enthusiastic, contributed significantly to the Audience Question Round, posing thoughtful and challenging questions that the teams handled skilfully. The debate culminated in the Closing Argument Round, where each team delivered succinct and persuasive final remarks summarizing their stand.

The proceedings were kept impeccably structured by Timer. Ashish Tapiawala, while the difficult task of evaluating the teams fell to the esteemed judges Samir Tapiawala and. T.S. Bharadwaj, who not only assessed clarity, content but delivery, and coherence too

The entire proceedings were moderated with characteristic wit and balance by K.V. Premraj,

With lively participation, well-researched arguments, and infectious enthusiasm from the audience, the event proved to be an intellectually stimulating evening—one that highlighted how deeply the AI revolution has entered public discourse. The Rotary Club of Borivili once again demonstrated its commitment to dialogue, and community engagement.

**K.V.Premraj**



# Pilgrimage Tour to Ujjain & Indore

**Pilgrimage Tour to Ujjain & Indore 14th – 17th November, 2025**

Rotary Club of Borivli & Inner Wheel Club of Borivli

The Pilgrimage Tour to Ujjain and Indore was a spiritually uplifting and memorable journey for the 42 members and families of the Rotary Club of Borivli and the Inner Wheel Club of Borivli.

**Day 1: 14th November, 2025 – Departure from Borivli**

The group departed from Borivli by train with great enthusiasm and devotion.

During the journey, our energetic Mukeshbhai Thakkar thoughtfully arranged fresh fruit juices for all the devotees, adding comfort and care to the long ride.

**Day 2: 15th November, 2025 – Mahakal Darshan, Ujjain**

After reaching Indore, the members proceeded to Ujjain for the sacred Mahakal Darshan.

**Day 3: 16th November, 2025 – Omkareshwar, Mamleshwar & Maheshwar Ghats**

The group started early for Omkareshwar Jyotirlinga, receiving a blessed Darshan, followed by a visit to the sacred Mamleshwar Temple, historically considered the "earthly" counterpart of Omkareshwar.

After lunch, members visited Ahilyabai Holkar Wada and the serene Maheshwar Ghats, rich in heritage and spirituality. Many members purchased the famous \*Maheshwari sarees and dress materials.

During the return journey, Mukeshbhai Thakkar and PP Rashmikantbhai again engaged everyone with card games. The fun continued with Antakshari, mimicry, and a Parsi poem by Rashmikantbhai and Lalitbhai.

The day ended with a delicious dinner at the hotel.

**Day 4: 17th November 2025 – Pitreshwar Hanuman Temple & Shopping.**

Members visited the divine Pitreshwar Hanuman Temple, followed by a wholesome Gujarati Thali lunch at the hotel. Thereafter, the group shopped for clothes, farsan, sweets etc - gajak being among the favourites, before returning to Mumbai.

Our Special Thanks to :

- Saharsh Tours – Mr. Harsh Gujarathi
- IWC President – Mrs. Sarita Gujarathi
- Rtn. Avinash Gujarathi



**For their excellent arrangements, including:**

- ✓ Comfortable hotel stay
- ✓ Delicious meals
- ✓ Smooth travel coordination
- ✓ VIP Darshan at every temple
- ✓ Overall seamless management of the entire tour

Their dedicated efforts ensured that every member enjoyed a spiritually fulfilling and hassle-free pilgrimage.

As the trip drew to an end, the members departed for Mumbai by train, carrying with them countless memories, blessings, and moments of joy.

The 3-day pilgrimage tour was a perfect blend of devotion, culture, bonding, and enjoyment.

The presence and enthusiastic participation of every member made the journey truly special and unforgettable.

Best Regards,

**Jaynisha Sampat, Inspire Secretary**



# Preservation of India's Rich & Glorious Heritage – the AI way.



AI-powered 3D mapping reveals hidden architectural details at centuries-old Indian monuments. Photograph: (XTRAIL, Deccan Herald)

India has a rich cultural heritage spanning centuries. However, one major issue confronting the stakeholders is its preservation for posterity. However, the usage of Artificial Intelligence, is helping our country resolve this problem.

From 3D scans of age-old sculptures to machine-assisted archiving of rare manuscripts, technology is ensuring that our country's rich history is preserved for the future.

The Government of India is using artificial intelligence to protect our country's rich and glorious heritage.

The Government has launched a dedicated digital initiative for restoration & preservation of India's monuments. With the help of high-resolution 3D scanning, condition-monitoring sensors, and predictive modelling, AI has the potential to detect early signs of erosion, micro-cracks, or structural tilting, enabling conservation teams take timely preventive action instead of post facto renovation – signalling a paradigm shift from to proactive protection & preservation.

The focus is also on the methods to digitally preserve ancient manuscripts, and artworks, for future ages.

The idea is to not only safeguard but also make

available India's rich culture accessible to everyone, everywhere. With just a click, people from across the country and around the world can now relive centuries of history at their fingertips.

Collaborations with Google Arts & Culture and partnerships with DigitalHeritage.ai have made cultural experiences more engaging. Users can explore 3D models, interact with chatbots to learn about iconography and stories, and embark on virtual tours that recreate the grandeur of India's heritage.

For example, advanced 3D scanning and generative AI have been used to recreate the 1,500-year-old UNESCO World Heritage site- the Elephanta Caves , complete with an immersive "Talking Tour" that brings the ancient stone carvings to life.

The introduction of AI does not, however, mean replacing artisans or archaeologists — it means enhancing their work, scaling their impact, and protecting what is truly irreplaceable.

Indian monuments are more than tourist attractions; they are anchors of Indian identity and culture. By leveraging AI, we are ensuring that future generations inherit not just structures but also living stories of India and its glorious traditions.



Contributed by  
**Ashish Tapiawala**

Reference:  
*When Algorithms Meet Antiquity : How AI is Preserving India's Monuments* : by Nishtha Kawrani (Edited by Vidya Gowri Venkatesh) in "the better India".

Deep-learning models decode ancient patterns and iconography lost to age and decay. Photograph: (Bitcoin World)

# Halloween cum Children's Day

Hello Friends,  
RCB celebrated our Halloween cum Children's Day Fellowship Party on 31.10.2025, in which every member showcased amazing creativity with beautiful, theme-based costumes! A special thanks to Monalli Vora for arranging the wonderful decorations, creative makeup artists, and DJ — everything was absolutely fantastic! Heartfelt thanks to Rtn. Rizwana and her son Ishaan for planning such fun Halloween-themed games that everyone truly enjoyed. We also celebrated Secretary Jaynisha's father's birthday, and as a lovely gesture, she brought cake, chocolates, and gifts to share with everyone. Both children and adults had a great time enjoying the games and ramp walk, making the evening even more lively and memorable. It was truly a joyful evening filled with laughter, fun, and fellowship! Enjoy the lovely moments captured.

Regards,  
Sec., Jaynisha Sampat



## Service to the Community

On 01-11-2025, the Rotary Club of Borivli, in association with Ram Roti Foundation, served free lunch to the needy at Shatabdi Hospital. This initiative benefits over 500 patients and their relatives, bringing comfort and nourishment to those in need.

Going forward, our Club will be participating in this noble cause every Saturday.

Lunch was sponsored by R/Ann Sonal Chandarana.

Menu Served:

Puri, Sabzi, Masala Khichdi & Sadi Khichdi, Samosa, Kheer, Banana, Boondi & Gathia, Sev kurmura packet and Chaas

Members Who Attended the Project:

IPP Harish Chandarana

Project Chairman Harish Davda

Rtn Sonal Davda

Rtn Dr. Kanak Ganguly

They celebrated Jalaram Jayanti . Our IPP Harish Chandarana celebrated his birthday.



On 08-11-2025, the Rotary Club of Borivli, in association with Ram Roti Foundation, served free lunch to the needy at Shatabdi Hospital. This initiative benefits over 500 patients and their relatives, bringing comfort and nourishment to those in need.

Going forward, our Club will be participating in this noble cause every Saturday.

Lunch was sponsored by Rtn. Mayuriben Popat.

Menu Served:

Puri, Sabzi, Khichdi, Samosa, Banana and Perk chocolate

Members Who Attended the Project:

Rtn. Mayuriben Popat

R/Ann Sonal Chandarana

We remain committed to Service Above Self.

You Can Celebrate your BIRTHDAY - ANNIVERSARY or ANY HAPPY MOMENTS by Giving Donation for this project at Shatabdi Hospital or at Shankar Lane, wherein approximately 400 to 500 needy persons will have Lunch/snacks.

You may connect with Annapurna Project Chairman Harish Davda for the same.



# Birthday Celebration of Rtn. Geetaben Thakkar

## Birthday Celebration of Rtn. Geetaben Thakkar

On 10th November 2025, our member Rtn. Geetaben Thakkar celebrated her birthday in a truly meaningful way at Maru Ghar.

To mark this special occasion, she thoughtfully arranged lunch and dinner for the senior citizens, spreading joy, love, and warmth among them. All the inmates residing at Maru Ghar were served lunch, followed by a delightful cake-cutting ceremony to celebrate Geetaben's birthday.

It was a heartwarming gesture that reflected the true spirit of "Service Above Self."

A big thank you to Rtn. Geetaben for her kindness and generosity.



## Green Initiative

Rotary Club of Borivli, in collaboration with The Rotary Club of Makabo, proudly inaugurated a Green Initiative – PET Bottle Shredding Machine at the Exam House Reception Area, University of Mumbai, Vidyanagari Campus, Kalina, Santacruz.

The event was graced by esteemed dignitaries including the Vice Chancellor, Pro-Vice Chancellor, Director of Examinations, President RC Makabo Rtn. Bipin Kulkarni, IPP Rtn. Alka Manjrekar, Rotary District Zonal Chair – Environment Rtn. Bhavna Bhadreswara, District Zonal Chair – Education & Literacy Rtn. Harish Chandarana, members of the Rotary Club of Makabo, along with a dedicated team of 100+ volunteers from CSR partner ONE.

This impactful initiative marks a meaningful step toward environmental conservation and supports the vision of a cleaner, greener tomorrow in alignment with the Swachh Bharat Abhiyaan.



## Service to the Community

On 26.11.2025, we extended our support to 10th standard students for helping them achieve better academic results. As part of this initiative, we donated 85 sets of 21 Apekshit study materials to the Ashram Shala schools at Kaman and Parli. We also conveyed our best wishes to all 10th standard students for their forthcoming exams.

Additionally, we handed over one computer and a printer to the Primary Health Centre, Parli, to help them maintain proper records of their patients.

A heartfelt thank you to everyone who generously contributed to this Project and helped make it possible.

Your support is truly appreciated!



On 29-11-2025, the Rotary Club of Borivli, in association with Ram Roti Foundation, served free lunch to the needy at Shatabdi Hospital. This initiative benefits over 500 patients and their relatives, bringing comfort and nourishment to those in need.

Going forward, our Club will be participating in this noble cause every Saturday.

Lunch was sponsored by a known well wisher.

Food items served:

Puri, Sabzi, Khichdi, Samosa & Banana

Member Who Attended the Project:

Rtn. Kkunal Vorra

We remain committed to Service Above Self.

You Can Celebrate your BIRTHDAY - ANNIVERSARY or ANY HAPPY MOMENTS by Giving Donation for this project at Shatabdi Hospital or at Shankar Lane, wherein approximately 400 to 500 persons will have Lunch/snacks.

You may connect with Annapurna Project Chairman Harish Davda for the same.





## Hridank Garodia



While most 17-year-olds focus on exams, Hridank Garodia, a Grade 11 student from Dhirubhai Ambani International School, Mumbai, was asking a different question — why does it feel

harder to think clearly in class rooms & also during exams?

Air pollution has become one of the most pressing environmental and public-health challenges of our time. With smog-filled skylines, rising respiratory illnesses, and frequent air quality alerts, the issue continues to escalate. Just recently, several Indian cities made headlines as air quality levels dipped into the “severe” category. While outdoor pollution captures most of the attention, indoor air, where we spend nearly 90% of our time, remains dangerously overlooked.

Amidst this growing concern, a young innovator from Mumbai is drawing national attention. Hridank Garodia, a 17-year-old environmentalist and student from Dhirubhai Ambani International School, is on a mission to redefine how we think about clean air.

Most households and offices do not use CO<sub>2</sub> monitors, so there’s no data to trigger concern. Also, the focus is mostly on PM2.5 and PM10, and not on CO<sub>2</sub> or ventilation standards. Hence, the general population knows when AQI outside is 300, but they do not realize that, at times, a classroom indoors may be at 2000 ppm CO<sub>2</sub>, which can impair attention and decision-making.

Determined to find a solution, Hridank developed Aerovive, a microalgae-based air purification system that uses living algae to absorb CO<sub>2</sub> and release oxygen — doing the



work of nearly 40 houseplants in one compact unit. The device, now patent-pending, was developed after three rounds of prototyping and months of testing under mentorship from IIT Bombay researchers. Real-world trials have demonstrated Aerovive’s measurable ability to reduce indoor CO<sub>2</sub> levels.

### Beyond Invention: The Invisible Heroes Lab

What began as a device has evolved into a mission. Through The Invisible Heroes Lab, Hridank is taking his innovation back to classrooms. The 15-session, project-based learning program introduces students to the “invisible ecosystems” of algae, fungi, and bacteria that sustain life on Earth.

So far, Hridank has conducted over 30 workshops, reaching 1,000+ students across Mumbai and other regions. The initiative aims to reach 500 more learners in the coming year, inspiring them to see science as a living, breathing story rather than a textbook subject.

His work is a powerful reminder that the next generation is using curiosity and science to tackle challenges many adults overlook.



## Pooja Bangad



Once told that a career would hurt her marriage prospects, Pooja Bangad now helps 1000+ women build careers in Technology.

Pooja Bangad, co-founder of SheWork, overcame family expectations to change women's roles in the technology sector. SheWork helps women return to the technology industry after breaks, empowering them to grow and succeed in their careers.

"Coming from a traditional joint family, I am a first-generation female entrepreneur. After my graduation, I wanted to work and travel overseas. I got a good opportunity in the United Kingdom to work and study, but my family did not allow me to go. I remember my relatives asking me, 'What if you get a high-paying job? How will we find a suitable marriage proposal for you?' I also remember people saying, 'What will you do with so much education'. [After listening to such comments] I decided to be independent and do something on my own," recalls Pooja, a native of Pune.

"As a junior employee in an MNC, I remember the struggle my female Manager went through for her promotions and on-site opportunities. I noticed that I saw her professional ambitions stifled as compared to other male managers in the company, despite her experience and skills," she says.

In 2019, Pooja and her associate Tejas quit their respective jobs at different MNCs and started their software company called Telemerge IT Services Pvt Ltd alongside Pune-based entrepreneur Tushar Kulkarni and made their foray into the tech industry. At the outset, they established an informal rule that they would give more opportunities to women in their company to identify how it goes, before solving this problem for bigger tech companies in India. Suffice it to say that they encountered different challenges when it came to hiring women.

While running Telemerge, they learnt that women looking to rejoin the workforce after a sabbatical or maternity leave were hesitant to seek a job in the tech industry because they felt trapped, found travelling a challenge, and were struggling to strike a balance between household and office work. This was a problem they were going to target.

"We also tried to identify other such problems. By March 2020 we created our own platform called SheWork.in, specifically for women talent in India, under the aegis of Telemerge. As a priority, we have created a community where our talent advocates/mentors talk to women (particularly those coming back to work after a sabbatical) and help them restart their careers," explains Pooja.

"We joined hands together to launch SheWork.in because Tejas was inclined to my aims and supported my vision to



*Pooja Bangad and Tejas Kulkarni, co-founders of SheWork.in*

start this initiative exclusively for women. Given my experience, I wanted to help more women to become financially independent so that they have the freedom to choose their path and not be stifled by their parents, husbands, or families," she adds.

At SheWork.in, they are solving the problem of the lack of women in the tech industry, primarily in leadership or mid-level roles working on specified technologies.

SheWork.in is focused on seamlessly reintegrating women with three or more years of experience in the tech industry back into the workforce after they had to leave it for reasons like marriage, relocation, childbirth, etc.

But why start with women with three years of experience?

Pooja says, "As per our statistical findings, it's usually after three years in the workforce when women get married and relocate to where their husbands work. Once they cross the five or six-year experience threshold, we find that women have their first child, go on a maternity break, and as a result, their promotions get delayed."

SheWork.in helps companies to hire more women. But this does not mean they ask companies to give their women applicants only remote working opportunities.

"We are not asking them to establish exclusive policies to hire women but inclusive ones. Speaking to companies, we explain to them why it is important that they also give women an opportunity for the same role as they give men. Unlike days in the past, women today also travel and do night or second shifts while technology has upgraded and companies have the salary cap space. So, why not hire more capable women instead of leaving them out?" says Pooja.

What's particularly unique about SheWork.in is that they are focused on delivering well-experienced talent for tech companies with a turnaround time of 24 hours.

"When we get a requirement from a company, we give them matching job profiles within 24 hours. Following this, you have the standard hiring process by a company. Once the company completes their rounds of tests and interviews, the person who is selected joins the company within a day. We are focussed on delivering the right job (for the candidate), and the right candidate (for the company) at the right time," claims Pooja.

**Contributed by Ashish Tapiawala**

(References : Better India)



*Happy*  
**HOLIDAYS**

WISHING YOU & YOUR LOVED ONES A  
SEASON OF LOVE, PEACE, AND  
HAPPINESS.

**Rotary**  
**Club of Borivli**  
District 3141



December 2025 | Kanheri | 16