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## • Foreword •

### **A Book for Public Welfare – Thoughts on Social Equality**

Is there anyone in this world who is truly happy?  
O thoughtful mind, seek and discover for yourself.

This verse by Samarth Ramdas Swami offers comfort to humankind. Though we are fortunate to be born as human beings, we inevitably pass through cycles of joy and sorrow. That is one truth but there is another. Every difficulty arrives with its solution already at the door. When challenges arise, the path to overcome them also emerges. If we nurture faith within, our inner strength grows. The birds of sorrow may flutter within our hearts, but we must not allow them to build a nest there. Instead, we must guide them outward, into the space of positive thought. One such meaningful and purposeful space is this book, “Thoughts on Social Equality” by Salil Ravindra Javeri.

### **Practice Before Preaching :**

Salil Javeri has a deep commitment to society. While managing his professional responsibilities, he has actively embraced multiple roles in social work. The respect he commands in society led the Ambernath Municipal Council, India, to appoint him as the Brand Ambassador for the Swachh Survekshan project. He carried out this responsibility with great dedication, and as a result, in 2020, Ambernath ranked 18th in cleanliness among approximately 6,500 local bodies in India, securing first position in the AMRUT category of municipal councils. He has also been actively involved in educational and industrial organizations, leading the Parent-Teacher Association of a school in Badlapur in India with around 4,000 students, served as Vice President of the Ambernath branch of the

Konkan Marathi Sahitya Parishad and serving as President of the Ambernath division of the Kalyan Ambernath Manufacturers Association, among other roles. Through such engagements, he has interacted with countless individuals, understood their concerns, and made sincere efforts to address them. He has even guided many of these people toward success. When Infosys founder Mr. Narayana Murthy was once asked, “Who is a successful person?” he replied, “A person whose presence brings happiness to those around them.” By that measure, Salil Javeri can certainly be called truly successful.

### **A Commitment to Social Reform :**

Through his public outreach, he came to understand the struggles within society. This inspired him to re-examine long-standing customs and traditions. He chose the path of thoughtful deliberation. His daughters, Isha and Ira, representatives of the younger generation, listened to his ideas, reflected on them, and questioned them further. They did not simply hear him out and move on; they truly listened with meaning. Hearing is a physical process and Listening is a management tool. In our society, women are often given less importance compared to men. For instance, when it comes to education, boys are often enrolled in better, more expensive schools, while girls are sent to simpler ones. At social gatherings, men are seated first for meals, while women are made to sit later. During weddings, the ritual of kanyadaan is performed, raising the question: is a daughter something to be given away? Such questions were raised by his daughters, prompting him to think deeply. He firmly believed that “thinking is power,” and used this belief to awaken social consciousness.

A woman is a source of strength. In our culture, she is revered and given the status of a goddess. She is seen as a mother figure, as Lakshmi, Saraswati, Shakti, a symbol of peace, and of auspiciousness. While he continued to share the importance of women through personal interactions, he realized that in-person interactions have their limitations. Only a small group of people can be reached that way. He then realized that a guiding book is an effective way to carry these thoughts to society at large.

The disregard of a woman becomes a barrier to a family's progress. Such a household often remains unsettled, with its members finding fault in one another rather than fostering harmony. A content woman has the ability to keep a home happy. This book seeks to promote that respect and elevate the dignity of women.

### **The Strength of the Joint Family System:**

When compared with other developing nations across the world, India's joint family system has long been regarded as a source of its strength. However, preserving it has now become a challenge. To sustain it, we must uphold the principle: 'Ekameka Sahya Karu Avghe Dharu Supanth' — “Let us support one another and walk together on the right path.” Women in the household must be treated with respect and care. There should be no room for feelings of inferiority among family members. Everyone should adopt the mindset, “Wherever I am needed, I will be present.” Men, too, should actively participate in household responsibilities, with the feeling: “This is my home, and I will do whatever is required for it.” If families become more understanding and balanced in this way, the nation itself will prosper. From this perspective, this book serves as a motivating force for nation-building.

### **The Importance of Counselling:**

This book does not merely present problems; it also strongly emphasizes counselling as an essential solution for everyone.

Consider a simple example: two individuals were given identical logs of wood and asked to chop them. Both were handed axes. The first person began immediately and worked quickly, yet did not finish first. The second person, however, spent a few minutes sharpening the blade before starting and ultimately completed the task faster. That act of sharpening the tool is what counselling represents.

The book highlights the importance of pre-marital counselling, as well as guidance after marriage. Such efforts can help reduce the burden on family courts due to divorces. Recognizing the wide need for counselling,



the author has included dedicated chapters for different groups such as children, families, office employees, members of residential societies, athletes, and more. Each section is supported with relevant examples, and every chapter concludes with a summary capsule, making the book both engaging and practically useful.

### **A Call for Social Reform:**

This book encourages the reduction of inequality in society and promotes respect for women. It brings to life the essence of the poetic line, “O human, when will you truly become humane?” by taking its meaning straight to the heart. It awakens a deeper sense of humanity.

Mrs. Sayali, and his daughters, Isha and Ira, have also played a significant role in inspiring this journey of thought. Their questions compelled Salil to think more deeply, leading him toward a path of equality for the greater good of society, one that he has captured through this book. Readers are encouraged to carry these ideas forward using the principle of “Sipens (expansion).” Just as sunlight splits into three rays upon reflection, and each of those rays further multiplies into three more, eventually illuminating the entire world. In the same way, readers should progressively spread this knowledge forward and reach as many people as possible. May the ideas in this 'Sipens' book purify the minds of all its readers.

Heartfelt congratulations to Salil Javeri for this valuable book, made possible through public welfare. Many many best wishes to him!!

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## • Author's Note •



As human beings, we have made remarkable progress, right from advancing communication facilities to reaching the South Pole of the Moon and now advancing into the age of Artificial Intelligence. In fact, our progress has been so rapid that the very growth we have achieved through AI has also begun to create a sense of fear. Will certain jobs be at risk in the future?

In other words, we have advanced far beyond what once seemed imaginable. And yet, there remains a striking realization: we have harnessed only about 60% of true human potential.

At this point, you might wonder, what exactly do I mean by that?

Let me explain. Humanity is made up of both women and men, each contributing 50%. However, in the progress humanity has achieved so far, roughly 95% of the contribution has come from men, while women's contribution stands at only about 25%. The reason lies in history: men have had the opportunity to evolve and develop over thousands of years, whereas women have truly begun this journey only in the past 150-200 years. Earlier, due to rigid customs and later because of deeply ingrained mindsets, women were entangled in household duties and child-rearing, unable to explore their true potential and worth. There is immense capability within women, and to unlock it, they must first be made aware of their own identity and strength. This awareness builds confidence and when a person gains confidence, that person can touch the sky! Therefore, if we truly wish to give true justice to humanity, we must strive to ensure that both women and men contribute fully, as equal participants. It is with this perspective that I have written this book. As readers go through it, they may realize that many of the ideas presented here were not entirely unknown to them, yet they had never truly paused to notice or reflect upon them.

While writing this book, I have felt deeply indebted to the countless



individuals I have encountered throughout my life. Their words, thoughts, actions, and selfless support have all found their way into this work.

First and foremost, I offer my heartfelt salutations to my parents, my revered pillars, Mrs. Sushma Ravindra Javeri and Mr. Ravindra Pandurang Javeri. From my childhood, they instilled in me the values essential to living as a true human being. They gave me a perspective to look beyond gender, caste, and religion, toward humanity itself. I have experienced the same encouragement and shared values from parents-in-law, Mrs. Lilabai Madansingh Rathod and Mr. Madansingh Gulabsingh Rathod. Their belief in equality has remained a constant source of inspiration in my life.

My wife, Mrs. Sayali, has been the strongest pillar in my life. She believed in me at every step, strengthened my thoughts, and stood by my dreams. This book would not have been possible without her. My twin daughters, Isha and Ira, through their innocent yet deeply thought-provoking conversations, have taught me to look at many subjects in new ways.

I also owe a special debt of gratitude to my uncle, the distinguished writer Mr. Shyam Bhurke. His keen observation, positive outlook, and dedication to literature have played a vital role in shaping my mindset. He showed me that reading and writing are not merely a hobby, they can also be a way of life.

I extend my sincere thanks to Additional District Collector Mr. Rajiv Nandkar, my life mentor Mr. Mitesh Khatri, and Mr. Sanjay Rahete for their encouragement throughout this journey of writing. To all my relatives, young and old, I remain grateful. Every meeting, every conversation has taught me something, and those experiences are reflected in this book.

My colleagues and friends from Ambernath, whom I met while working in the social sector, have been instrumental in my growth. In their company, I have evolved, learned, and enriched my life. The long, principled, and thoughtful discussions I have shared with Mr. Vishal Pawar and Mr. Harshad Samant, especially on human behavior and mindset, have given direction to my thinking.

I would also like to express my heartfelt thanks to Mr. Suresh Patil, Mr. Sampat Kale, and Mr. Prasad Bhide, who have always been ready to help amidst their busy schedules. I am equally grateful to Mr. Subhash Shegokar, Mr. Anil and Mrs. Nisha Thorat, Mr. Swapnil Pawar, Mr. Maloji Pawar, Mr. Shriraj Potdar, Mr. Venkatesh Kalyankar, and Mr. Vilas Bhorade, who contributed at various stages of this book.

Finally, I offer my respectful salutations to Mr. Swapnil Pange and to psychiatrists and counsellors. Through their knowledge, sensitivity, and guidance, they have helped countless individuals emerge from darkness into light. They have shown society the path to understanding what true happiness really means.

This book is not merely my dream alone, it is a collective expression shaped by many hands, many minds, and many thoughts.

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