



1839-1904

Jamsetji Nusserwanji Tata
An industrialist of another ilk

PIC ADDA
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T R Doongaji

2021 EDELGIVE HURUN TOP 10 PHILANTHROPISTS OF THE CENTURY



Bill & Melinda Gates
Microsoft
US\$74.6bn



Jamsetji Tata
Tata Sons
US\$102.4bn



Henry Wellcome
Wellcome
US\$56.7bn



Howard Hughes
Hughes Aircraft
US\$38.6bn



George Soros
Soros Fund
Managment
US\$34.8bn



Hans Wilsdorf
Rolex
US\$31.5bn



Warren Buffett
Berkshire Hathaway
US\$37.4bn



John D Rockefeller
Standard Oil Co
US\$26.8bn



JK Lilly Sr
Eli Lilly & Company
US\$27.5bn



Edsel Ford
Ford Motor
Company
US\$26.7bn



Origins of the philosophy

PROPHET ZARATHRUSHTRA



Birth place - North Eastern Iran

Birth year - 13th century BC

Family - Havovi (wife)

3 sons & 3 daughters

Divine Wisdom - At age 30

(Died at age 77)

*“Taking the first step with a **Good Thought**, the second with a **Good Word**, and the third with a **Good Deed**, I entered Paradise.”*

- Prophet Zarathustra

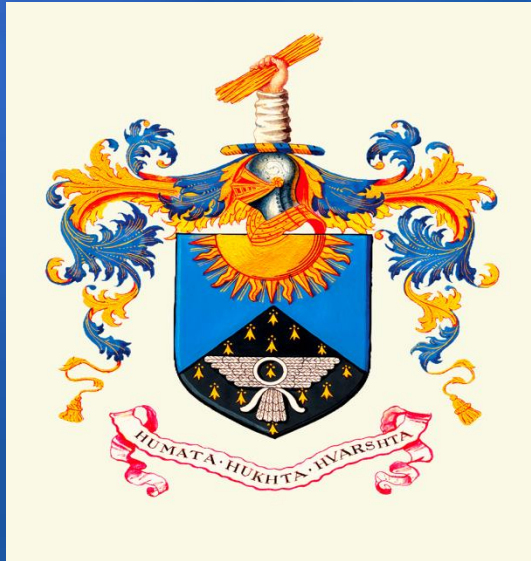


“Jamsetji’s background and early years were not without influence of his later career. He came of a line of Parsi priests, whose names had been inscribed on the sacerdotal records of over twenty five generations. His home town, Navsari, had been a centre of Zoroastrian culture for eight hundred years. As a boy he thus grew up in an atmosphere of traditional piety, whose lofty ethic and elevated conception of the divine purpose for mankind left a lasting impress on his character.”

- Verrier Elwin

The Story of Tata Steel

Jamsetji Tata's Logo



Zarathushtra Sayings

NATURE

Entire Nature is saturated with the divine life of Ahura Mazda.

Do not pollute earth, air or water.

Do not cut trees nor destroy green vegetation but transform waste lands and deserts into gardens. (*Tata Steel / Tata Power / Okhamandal*)

KNOWLEDGE AND WISDOM

Knowledge keeps the mind forever young.

Wisdom is the discerning exercise of knowledge.

Anything of brick and mortar made by man can be destroyed by time.

But noble works, the outcome of knowledge and wisdom, shall endure forever. (*Companies / Trusts / Support to education / IISc.*)

RIGHTEOUSNESS

There is only one path, and that is the path of righteousness.

Other paths are no paths. (*The Tata Credo “ Leadership with Trust”*)

HAPPINESS

The source of happiness is within a man.

The most happy is he who most promotes the happiness of others.

Happiness is the harmony of body, mind and spirit.

(*Social responsibility*)

PHILANTROPY

Seek your happiness in the happiness of all.

Regard the sorrows and sufferings of others as yours and hasten to assuage them. The rich are not great for their riches, but they are great when they wisely and generously use their wealth to succor the needy.

(*Tata Trusts / TCCI / Cancer Research Hospitals*)

“The word ‘philanthropy’ has a more profound meaning than that of mere charity, for its derivative is ‘*fil-anthra-pi*’ which means ‘love of mankind’. When that love prevails, wealth assumes a nobler purpose.”

- JRD Tata

Foreword to R M Lala’s ‘The Heartbeat of a Trust’

Purposeful business

In a free enterprise, the community is not just another stakeholder in business but is in fact the very purpose of its existence. (1870s)

Our purpose in Tata is...to improve the quality of life of the communities we serve. (We do this through Leadership in sectors of National Economic Significance...)

Our heritage of returning to society what we earn evokes trust among consumers, employees, shareholders and the community...

The Tata name is a unique asset representing Leadership with trust...(2000)

Tata Ownership Model (Tata Sons)

Cycle of Wealth

“The wealth gathered by Jamsetji and his sons in half a century of industrial pioneering formed but a minute fraction of the amount by which they enriched the nation. The whole of that wealth is held in trust for the people and exclusively for their benefit. The cycle is thus complete; what came from the people has gone back to the people many times over.”

- JRD Tata

3 Attributes of a great mind

- Love for India
- Caring employer
- Pursuit of education

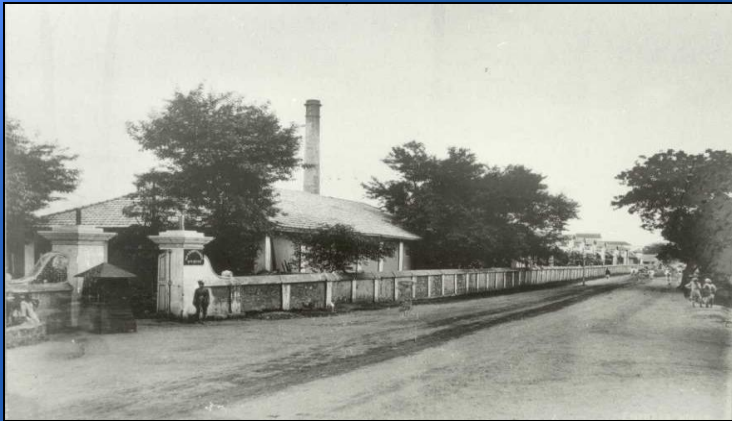


For love of India

“That the great projects which he (Jamsetji) conceived and his sons carried through were successful is less important than the motives with which they were launched, than also the sense of social consciousness and trusteeship which Jamsetji inculcated in his two sons and my father, R. D. Tata, and which have continued to this day to inspire and guide his successors and, through them, the management of the various enterprises which they promoted.”

- JRD Tata

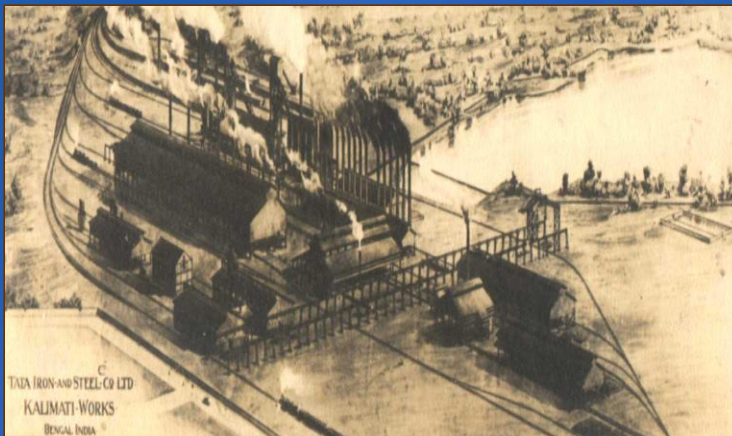
The 4 Projects



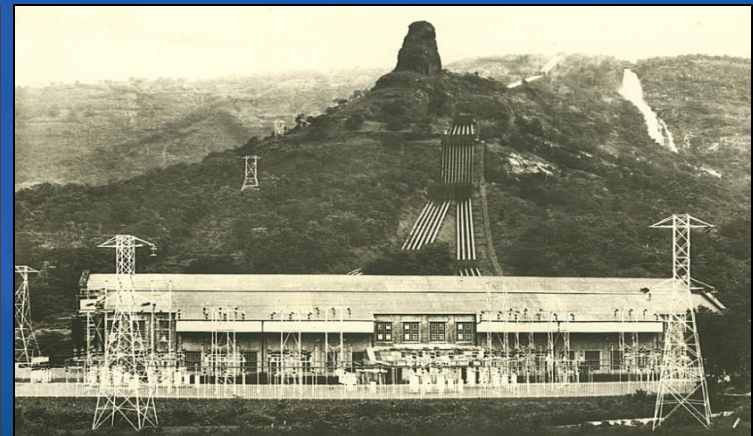
The Empress Mills – Nagpur (1877)



The Taj Mahal Palace Hotel, Bombay (1903)



TATA STEEL, Jamshedpur (1907)



The Tata Hydro -Electric Power Supply (1910)

Tributes

“Wealth came to him in full measure, but he remained to the last what he was by nature, a simple, modest gentleman, seeking neither title nor place, and loving with a love that knew no bounds the country that gave him birth.”

- Sir Lawrence Jenkins (1904)

“When you have to give the lead in action – a lead which does not fit in with the very climate of opinion, that is true courage, physical or mental or spiritual, call it what you like, and it is this type of courage and vision that Jamsetji Tata showed, and it is right that we should honour his memory and remember him as one of the big founders of modern India.

... We have our Planning Commissions...but Jamsetji Tata formed himself into some kind of a Planning Commission and began his own Five-year, not a Five-year but a much bigger, Plan.”

- Jawaharlal Nehru (1958)

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Caring Employer

UK - 1864

Condition of industrial workers (“Satanic Mills”):

- Workers lived, often six to ten huddled in one small, filthy, unsanitary, unheated room without the benefit of running water.
- Most wore rags, many suffered from tuberculosis, all breathed foul air and endured the stench of open sewers.
- Paid subsistence wages on which they could afford only meager meals of bread, the occasional piece of mutton, and a mug of cheap gin. The little food they had was often as contaminated as the water they drank.
- Men and women laboured twelve hours a day under horrendous conditions alongside children, often “of a tender age.”

“Such conditions existed at the very time Britain was experiencing the greatest increase in wealth, and the largest outpouring of scientific advancement and technological invention, in the history of the human race.”

Jamsetji's approach and legacy

Jamsetji resolved that those working in his enterprise:

- Would receive good treatment, with their dignity protected and respected.
- Management of his companies were to treat people as individuals, inquire into their grievances, and involve them by taking them into confidence and consulting them.
- Above all, Jamsetji desired that his people have a sense of self-respect.
- Provided for a dispensary in Empress Mills, Nagpur (1880)
- A crèche for children of female employees (1880)
- Provident Fund – Empress Mills (1901)

TATA STEEL

- Eight hour working day (1912)
- Leave with pay (1920)
- Profit sharing bonus (1934)

Empress Mills 1880



Tata Steel - 1924
- 1978
- 1995
- 2021

Taj Mumbai - 26 / 11 / 2008 - *Response of Employees*

- *Casuals paid salary until reopening of the hotel*
- *Psychiatric cell established – counsellor for life*
- *Full salary for life for the family and dependants*
- *Complete responsibility for education of children anywhere in the world*
- *Full medical facility for the whole family and dependents for the rest of their lives*
- *All loans and advances waived off irrespective of the amounts*
- *Railway employees, police staff paid subsistence allowance of Rs. 10, 000/- per month*
- *New hand carts for those who lost their carts*

“It’s been an inherent part of our DNA to serve those who serve us.”

- Ratan N. Tata

Pursuit of education



Jamsetji Tata – greatest passion – education

“There is one kind of charity, common enough among us and which is certainly a good thing, though I do not think it the best thing we can have. It is that patchwork philanthropy which clothes the ragged, feeds the poor, and heals the sick and halt. I am far from decrying the noble spirit which seeks to help a poor and suffering fellow-being.

... What advances a nation or community is not so much to prop up its weakest and most helpless members, as to lift up the best and most gifted so as to make them of the greatest service to the country.”

- Jamsetji Tata

J N Tata Endowment - 1892

- 2 out of 5 Indians who joined ICS were J N Tata Scholars
- Some celebrity names:

Dr. Freny Kama

Dr. Krishnabai Kalavekar

Vishnu V. Naralika

Dr. Jayant V. Naralika

K. R. Narayanan

Dr. Raja Ramanna

The Indian Institute of Science, Bengaluru



Jamsetji – the explorer. Travelled the world for 15 years between the ages of 20 and 65 years

Aware of “land universities” in the US – John Hopkins leaving \$ 350,000 for the University of Baltimore – Andrew Carnegie establishing 2000 libraries when books were difficult to obtain.

A chronology of important events leading to the establishment of IISc.

- **1885** – Lord Reay, Chancellor of Bombay University moans the role of Indian Universities in his convocation address (Trigger)
- **1890s** – deputed B. Padshah to study the functioning of universities in the US and Europe. Padshah recommends the John Hopkins model. Writes to Lord Reay expressing his intention to support the project for a University of Research in India.

CATALYST and SPEARHEAD

Appointment of Committee:

Edward D. Candy, Vice Chancellor, Bombay University

M. G. Ranade, Judge, Bombay High Court

T. J. Bennett, Editor, Times of India

Rev. D. Mackichan, Principal, Wilson College

B. Krishna, President, Bombay Municipal Corporation

J. N. Tata

B. Padshah

Scheme publicly announced in **1898** (a certain financial support assured by Jamsetji – but not enough – support from Government and others most essential)

Did not wish to lend his name to the project:

“I want no titles for myself, nor do I wish my name to be attached to anything. The national movement ought to bear a national name, and any separate benefactor might be at ease, as far as I am concerned, that his endowment won't bear a name subsidiary to any.”

- Jamsetji Tata

IISc. Name given by Principal of Roorkie College of Engg. Col. Clibborn and Prof. Arme Mason (Curzon Committee)

1899 – Vivekananda in Prabuddha Bharat:

“We are not aware of any project at once so supportive and so far reaching in its beneficent efforts as ever mooted in India, as that of the post graduate research University of Mr. Tata. The scheme grasps the vital point of weakness in our national well-being with a clearness of vision and tightness of grip, the masterliness of which is only equalled by the munificence of the gift with which it is ushered to the public ...

“No idea more potent for good to the whole nation has seen the light of day in modern India. Let the whole nation therefore, forgetful of caste or sect interests, join in making it a success.”

1899 – 1909: Decade of struggle

Lord Curzon least supportive (hostile) -

Where are the students? Teachers? Unwise to spend money on securing the services of expensive faculty? Where are the jobs for such highly educated men and women? He thundered.

1905 – Curzon finally accorded his approval at the end of his second term as Viceroy before returning to England. Sadly after Jamsetji Tata's passing.

Lord Minto, Curzon's successor, staunch supporter of the project

Maharaja of Mysore:

- donated 375 acres of land of its palace grounds in Bengaluru
- promised Rs. 50,000/- per annum for maintenance, and
- contributed Rs. 5 lakhs towards CAPEX

May 27, 1909 - Govt. of India approved through a resolution the setting up of the Indian Institute of Science (assuring non interference with its functioning and growth in whatever form of intellectual activity in spite of substantial grant in aid)

Jamsetji's Dream was grander:

Not only research in science and technology but in chemical, electrical, sanitary and medical disciplines as well. He had also visualised research in philosophy and education.

IISc. Jamsetji Tata's third son!

"I give the rest residue and remainder of my property of what kind and nature soever and wheresoever as to one equal third part thereof to my said son Dorab Jamsetjee Tata absolutely and as to another equal third part thereof to my said son Ruttonji Jamsetji Tata absolutely and as to the remaining third part thereof in trust for the said University scheme.

- From the Will of Jamsetji Tata

16, December 1896

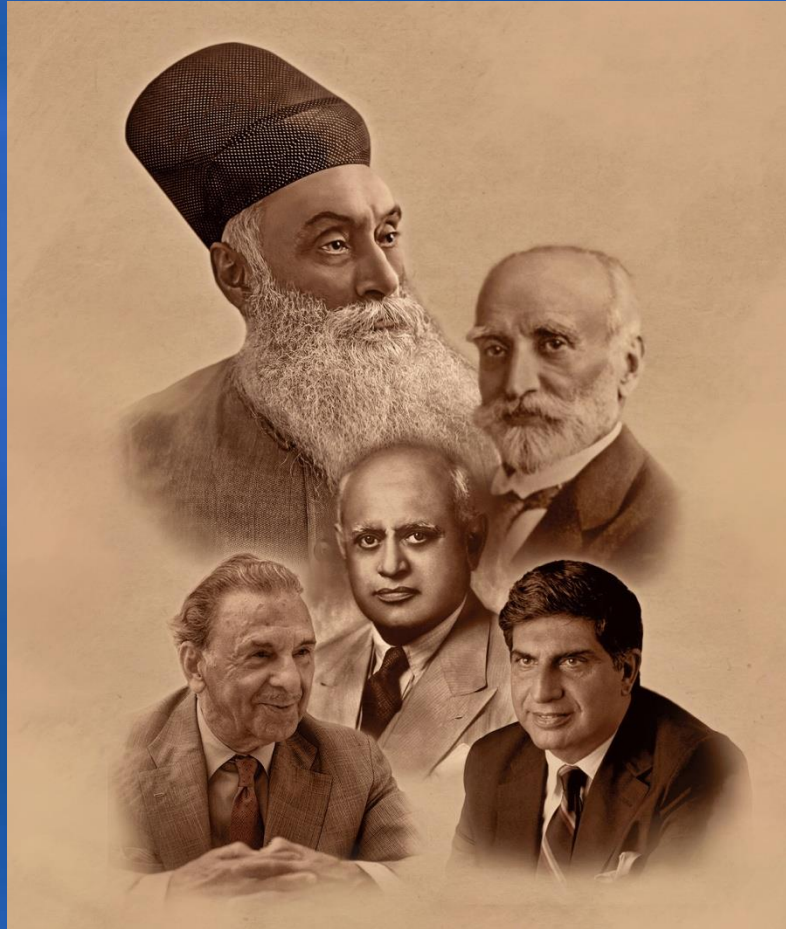


Tribute in Prabuddha Bharat

“The makings of a prosperous nation depends on qualities of the head and heart like those possessed by Mr. Tata. A few more Tatas could change the face of India.”

- May 1904

Inheritors of the legacy



Continuing the legacy

“He was one whose work lived after him in such a way that it is well-nigh impossible to draw a dividing line between conception and maturity. The tributes paid to his memory always show how much the influence of the dead strengthened and inspired the deeds of the living.”

- Lovat Fraser
(Iron and Steel in India, Bombay, 1919)

From the Upanishad

HUMATA - Good Thoughts

UPANISHAD:

You are, what your deepest desire is
As you desire, so is your intent
As is your intent, so is your will
As is your will, so is your deed
As is your deed, so is your destiny

“Probably no other family has ever contributed as much in the way of wise guidance, industrial development and advancing philanthropy, to any country as the Tata’s have to India, both before and since independence.”

*-100 Great Modern Lives
(Morrison and Gibb)*

Thank you