

FLO

FIRST ANNUAL REPORT

1983

1st ANNUAL
SESSION

FICCI LADIES ORGANISATION
FEDERATION HOUSE, TANSEN



C O N T E N T S

Page No.

1.	Foreword	1
2.	Management of the FLO	6
3.	Report of the Governing Body for 1983	7
4.	Activities during 1983	9
5.	Annexure	22

FOREWORD

The idea of a Ladies Organisation under the aegis of FICCI had been brewing for quite sometime. It took firmer roots under the presidentship of C. V. G. K. Devarajulu who initiated the background **work for setting up the** organisation. At this time last year, the idea was crystallized into a formal shape and the FICCI Committee formally decided to set up the Organisation. It was my honour and privilege to be **the** first and founder President.

The major objectives of this Organisation are to provide opportunity for women to explore their own potential and to utilise this potential to contribute in the areas of business and for the betterment of the society in general.

For the achievement of these objectives a wide range of activities were specified in such diverse areas as social welfare, culture, ancient Indian sciences - apart from, of course, activities of interest to women in business. The idea was that each member should find an avenue to suit her tastes, inclination and abilities. The Organisation would also serve as an apex coordinating agency which would bring together the various institutions which are working for specific aspects of the problems of women.

Most of the earlier months were spent in the essential spade-work and grind that goes into the setting up of an Organisation. However, by 3rd June 1983 we were more or less

settled with the "Constitution" formally adopted and in each of the following months I am happy to state that we were able to arrange some programme for members.

In the initial months, the membership was naturally small. Therefore, in order to involve all members in the formulation and organisation of the various programmes, the members were reorganised into committees according to their declared areas of interest. The Committees worked as a team and this certainly helped to bring in active participation of a larger number of members and also made the members into a close-knit group.

The emphasis in the first year was naturally on consultation with eminent persons and institutions so as to get a clear perspective of the role that FLO could play in the various areas that it had defined for itself - **business**, social welfare etc. The first such consultative meeting was with Dr (Mrs) Sushila Rohatgi, Chairman, Central Social Welfare Board and eminent social workers like Mrs Mohini Giri, Mrs Mekhla Jha (who later on became our first Honorary Member) and representatives of the All India Women's Conference. This meeting certainly helped in giving us a clearer perception of how FLO under the FICCI umbrella could help institutions and persons to become self-supporting as also its coordinating role between entrepreneurs and social welfare institutions.

Another highlight of the Organisations activities was the Lecture - demonstration on "Theatre-in-Education" organised in collaboration with the Theatre Action Group wherein the use of theatre in the development of personality, particularly of the disabled was demonstrated by the Theatre Action Group, "Sanjivini" which is too well-known to require introduction, demonstrated the use of theatre for people with psychological problems, i.e. the invisible handicapped. Shri H K L Bhagat, Minister of State for Information and Broadcasting, who inaugurated the workshop was so moved by the performance that he offered all support of the Government to organisations working in this area.

Another major programme initiated this year was the "Management Course for women entrepreneurs" that FLO organised in collaboration with the Management Development Institute, New Delhi. The course covered management concepts and practices, transactional analyses, project evaluation etc. Though originally designed for 20 participants, the response was so enthusiastic that it was decided to extend it to 26 participants. As a follow up, we will be organising specialised courses in areas like Taxation, Accounting, Company Law and also make the General Course an annual feature.

In addition for women entrepreneurs, the FLO also proposes to organise lectures by successful women entrepreneurs as well as by eminent [REDACTED]

workshops on the various problems facing women entrepreneurs. Later on, it also hopes to provide guidance and information on all matters relevant to business to women entrepreneurs. In this area, we are examining the kinds of services that are offered by similar Organisations abroad.

In accordance with its objectives, it was decided to Institute the FLO Awards for women in business and profession and to individual social workers and social welfare institutions. In 1983, however, because of paucity of time, only the first two Awards were announced. The Award for Social Welfare institution was postponed to 1984. Nominations for Awards were requested through letters to institutions and wide publicity in the national and regional dailies. A large number of nomination were received.

The other major activities are covered in the Annual Report. Much was achieved; much more remains to be done. Several projects which I feel, are of utmost importance could not be taken up. Particularly projects concerned with the building up of the moral fibre of the next generation. As you will admit, women are an integral part of our existence - a fulcrum round which everything revolves. As a mother and wife, she can contribute in a tremendous way to the quality of society. At present, we have a number of social problems. as for example drug

addiction among children, growing juvenile delinquency, increasing suicides and so on. Much as I would have liked to initiate programmes which were aimed at building the moral fibre of individual, so as to protect the future generation from the above problems time was too short. However, I do feel that an Organisation like ours must certainly include these among its major activities.

The achievements in this one year are not the result of my effort alone. None of it would have been possible without the help of Mrs. Abha Dalmia, Vice-President who took upon herself more than her share of the burden and was a tremendous source of strength to me throughout my tenure. This is equally true of all the members who are so large in number that I cannot name them individually - who came forward enthusiastically and worked actively at the tasks entrusted to them. I am also indebted to our out station members and even non-members, who are associated directly or indirectly with FICCI, who responded enthusiastically whenever I called to them for support. To all of them, I express my warmest thanks.

NEW DELHI


(INDU JAIN)

MANAGEMENT OF THE FLO

GOVERNING BODY -- 1983

SMT. INDU JAIN : PRESIDENT

SMT. ABHA DALMIA : VICE PRESIDENT

SMT. NEELA KHANDGE : SECRETARY

REPORT OF THE GOVERNING BODY

As required under Rule XIV of the Rules and the Regulations of the FLO, the Governing Body of the FLO has great pleasure in presenting a Report of their main proceedings for the year 1983:

Meetings of the Governing Body

After the formal adoption of the Rules and the Regulations of the FLO on 3rd June 1983 under the Chairmanship of Mrs. Indu Jain, the Governing Body met on the following dates:

15-7-1983	New Delhi
12-8-1983	New Delhi
9-11-1983	New Delhi
31-12-1983	New Delhi

Working Committee

At the meeting on 3rd June, 1983 the Working Committee was also nominated by the FICCI President, Shri A.K. Jain. The names of the members and their areas of responsibility are indicated below:

Mrs. Mohini Giri	- Industrial Relations
Mrs. Asha Modi	- Education and Training
Mrs. Shubra Gupta	- Cultural Activity
Mrs. Raj Aggarwal	- Social Welfare Activity
Mrs. Poornima Jain	- Economic Activity/ Referral Service
Mrs. Sunanda Singhar	

Membership of the FLO

Ordinary Members: Upto the end of December, 1983, 68 members were enrolled as Ordinary Members.

Associate Members: The FLO Constitution provides for non-paying Associate Members which have charitable institutions sponsored by the Ordinary Members. As on 31st December only one Associate Member was enrolled.

Honorary Members: Only one Honorary Member was enrolled during 1983. The names of Ordinary Members, Associate Members and Ordinary Member are given in Annexure I.

REPORT OF THE GOVERNING BODY

As required under Rule XIV of the Rules and the Regulations of the FLO, the Governing Body of the FLO has great pleasure in presenting a Report of their main proceedings for the year 1983:

Meetings of the Governing Body

of
After the formal adoption of the Rules and the Regulations of the FLO on 3rd June, 1983 under the Chairmanship of Mrs Indu Jain, the Governing Body met on the following dates:

15.7.1983	New Delhi
12.8.1983	New Delhi
9.11.1983	New Delhi
31.12.1983	New Delhi

Working Committee

At the meeting on 3rd June, 1983 the Working Committee was also nominated by the FICCI President, Shri A K Jain. The names of the members and their areas of responsibility are indicated below:

Mrs Mohini Giri	Industrial Relations
Mrs Asha Modi	Education and Training
Mrs Shubra Gupta	Cultural Activity
Mrs Raj Aggarwal	Social Welfare Activity
Mrs Poornima Jain	Economic Activity/Referral Service
Mrs Sunanda Singhanian	Organisational work
Mrs. M	

- SATURDAY, 7TH APRIL 1984

3.00 p.m. ANNUAL GENERAL MEETING OF MEMBERS

- Adoption of Annual Report and Statement of Accounts;
- Nomination of the President, Vice-president of FLO by President, FICCI;
- Nomination of Governing Body of FLO for 1984 by President, FICCI;
- Appointment of Auditors to audit the accounts of FLO for the year 1984;
- Any other item proposed by the incoming President;
- Vote of thanks to the retiring president.

3.45 p.m. Informal meeting of FLO Members
FICCI delegates' wives and guests.

FEDERATION HOUSE
NEW DELHI - 110 001.

SECRETARY

23rd March, 1984.

ACTIVITIES DURING 1983

1. Meeting with Dr Gushila Rohatgi, Chairman, Central Social Welfare Board and Represen- tatives of Social Welfare Organisations

A meeting was arranged between FLO members , Dr (Mrs) Sushila Rohatgi, Chairman, Central Social Welfare Board and representatives of other prominent social welfare organisations on June 17, 1983 with a view to consult them on the kinds of programmes that FLO should undertake in this sphere. Among those present were Mrs. Mohini Giri of War Widows Association, Mrs. Mekhala Jha and Mrs. Krishna Chawla of the All India Women's Conference. Mrs. Jain asked the participants to suggest ways in which FLO could assist social welfare organisations to become self-supporting. In the area of medicine, she asked the institutions to explore the manner in which the ancient Indian therapeutic methods could be used to provide cheap^{and}/simple medical aid to the poorer and remote areas.

Mrs. Rohatgi congratulated the FLO for filling up the major lacunae in the women's organisations by providing a coordinating agency at the national level. She particularly

commended the wide convass of activities of the FLO. she observed that with the background of the FICCI network, the FLO could consider activities in the following areas:

- i. In the ancillarisation of units coming up by providing training and simple jobs for women labourers of the area;
- ii. Motivating establishments of creches for children in industrial and construction activity employing women labourers in a large scale. The estimated cost of a creche for 25 children was Rs. 6,000/-.
- iii. To provide 24 hour service for women in distress;
- iv. To provide hostels for working women with children.

Mrs. Rohatgi emphasised that the needs of the urban and rural women were different. With regard to ancient Indian medicine, she observed that there was considerable scope in the three areas of family planning infant mortality particularly due to dehydration and in the provision of nutritive diet.

As for the eye donation project, the participants observed that while there was no dearth of donors, facilities at eye banks needed to be expanded.

A major outcome of the discussion was that certain women entrepreneurs present agreed to contact

institutions and draw up a training-cum-order programme for women in these institutions.

2. Lecture by Dr P G Menon on
"How to cope with stress"

Dr P G Menon of the Indo-American Society delivered a talk to the FLO members on causes and consequences of stress in modern managers. The programme covered issues, such as, the causes of stress, the nature of stress i.e. avoidable and unavoidable stress and the means by which the resistance and tolerance to stress could be increased. The meeting was well attended by FLO members and invitees.

3. Inauguration of Ladies Organisation
of FKCCI and BCCI

Mrs. Indu Jain inaugurated the Ladies Organisation of the Federation of Karnataka Chambers of Commerce and Industry and Bangalore Chamber of Commerce and Industry on 5th August, 1983, at Bangalore. Smt. Chandra Prabha Urs, Minister of social welfare was the Chief Guest. In her address, Mrs. Indu Jain, President FLO, highlighted the objectives of the FLO particularly the aim of coordinating various organisations and initiating special programmes for business women. The function was well

attended and included leading women entrepreneurs and social workers of Bangalore. Smt. Chandra Prabha Urs congratulated FLO for its initiative and objectives and stated that there was indeed a crucial need for all organisations to get together on a single platform and to work together for the betterment of women.

4. Lecture by Swami Chinmayanand -

On 3rd September, 1983 the FLO had the honour of being addressed by Swami Chinmayanand .. In his speech, he stated that any organisation in formulating programmes should look around ^{at} the environment and the human factors involved and accordingly draw up a project. He gave the example of his own project in Himachal Pradesh where a training programme for nurses had been set up who could augment much needed medical help in that region. He observed that if members draw up programmes without looking into the benefits that would accrue to them, they would succeed in achieving the goals.

5. FLO's meetings in Srinagar

To coincide with the FICCI Committee Meetings, the FLO organised meetings of its members and wives of FICCI Committee Members from September 23 to 25, 1983.

at Srinagar. On 23rd September, FLO members visited the handicrafts unit of Begam Akbar Jahan Abdulla, widow of late Sheikh Abdulla. This unit is a completely integrated social welfare programme which combines a hostel for women with an orphanage; a training centre for women with a retail outlet for the products of the training centre. It has a printing press managed entirely by women. It also produces and sells soya nutrient for children.

On 24th September, FLO members participated in the meeting between Dr Farooq Abdulla and the Members of the FICCI Committee. At that meeting, the problems and the potentials of industrial development of Srinagar were discussed.

On 24th afternoon, the FLO members met Dr Mrs Farooq Abdulla. Unfortunately, Begam Abdulla who was to be Chief Guest was suddenly taken ill and unable to attend. The meeting was attended by eminent women of Srinagar including Mrs Veena Chandok of Inner Wheel. Mrs Jain explained in detail the objectives and activities of FLO and suggested that a local constituent be set up in Srinagar. Mrs Chandok observed that Kashmiri women were hesitant about coming out but if

Begam Abdulla were to take lead it could become possible. She asked the FLO to do the needful. After which she would follow up the matter. Mrs. Jain assured Mrs Chandok that she would do the needful.

6. Stace Bancroft : Lecture demonstration on "Yoga for the Busy Executive"

Stace Bancroft, the London born rock-musician turned yoga scholar gave a lecture demonstration on yoga to FLO members and invitees on how yoga can be simplified and absorbed into the busy schedule of the modern manager on September 26, 1983 at **Federation** House, New Delhi. He not only gave the demonstrations on the Indian Vedic system of hatha and Raja Yoga but also of Tibetan and the Taichi systems of yoga. His major thesis was that if the body and the mind are not in harmony, they cannot achieve the full potential of three dimensional living - physical, intellectual and spiritual. His major thrust was that modern man had become too concerned with the development of his external environment but was still unaware of the deterioration of his internal system. He observed that removal of internal blockades would ensure a change from listlessness to vitality, tension to relaxation and from lethargy to power. He observed the yoga can be absorbed into every day life at any

moment during meetings before lunch just about any time anywhere. The members were naturally enthralled with this experience.

7. Theatre in Education

A lecture - demonstration-cum-workshop was organised by FLO in collaboration with Mr. Barry John and his Theatre Action Group. Shri H K L Bhagat, Minister of State for Information and Broadcasting, inaugurated the workshop. Mr. John observed that the aim of the workshop was to show to the people how theatre could develop self-awareness, imaginative involvement and fuller personality of the disabled children. This comprised Mr. John's very graphic demonstrations with spastics and the social action group, "Sanjivini's" "creative dramatics approach" with people having psychological problems.

Shri H K L Bhagat called upon the media to lend support to institutions and organisations involved in the development of physical and mentally personality of the disabled, particularly children. He observed that society had a great responsibility towards these people and offered all possible support to the organisation and the FLO in their activities in this sphere.

8. Meeting with Lady Lawyers on
Laws affecting women

The FLO had a special meeting with leading women lawyers over the issue of laws affecting women on October 17, 1983 at New Delhi. The invitees included Dr (Mrs) Kapila Hingorani and Mrs Roda Mistri, M.P., Mrs. Jain observed that while a number of organisations and individuals had represented to Government on the various laws which adversely affected the status of women, the results had been very encouraging. She observed that a dialogue with law makers would enable us to understand the constraints and thus pave the way for their removal. She asked the leading lawyers to suggest ways in which FLO could contribute in this area. Mrs Roda Mistry and Dr (Mrs) Hingorani gave a detailed explanation of the complexity of the situation. They observed that the only way was for all the organisations to get together as a single voice and to press on the Government to bring about necessary changes. The first step in this area, however, would have to be a greater awareness among women themselves about the legal provisions affecting them



9. Lecture by Dr L M Singhvi on
"Women and the Law"

As a follow up of the dialogue with women lawyers, Mrs Abha Dalmia, Vice-President, FLO invited Dr L M Singhvi, President, Supreme Court Bar Association and eminent jurist to deliver a talk to the FLO members on "Women and the Law" on 10th Defember, 1983, at the Federation House, New Delhi. In his address, Dr Singhvi observed that compared to the women in the West, the status of the Indian women was fairly good. However, women still did not have easy and equal access to many jobs for no specific reasons. In many countries, they were not paid equal wages even though their productivity was equal or higher. Dr Singhvi suggested that "in facing the new and contemporary challenges, our responses should not be in terms of adversary encounters of man versus woman but as human beings." He stressed that the ignorance of legal requirements were substantially responsible for the problems of women particularly the legal requirements of recognition of a marriage. Later, in reply to questions from the audience, he clarified several issues such as, status of contract marriages the right of inheritance of women and the right to property, the role of media and so on. He stressed

that the FLO could play a very useful role in disseminating information about the legal provisions to as many women as possible.

10. Visit to the Thomson Press

The Members of the FICCI Ladies Organisation visited the Thomson Press, Faridabad on 19th December, 1983. About 16 members joined in this visit.

Thomson press is one of the largest of its kind and is among the most sophisticated printing presses in our country. Members were received by the Senior Officials of the Press who took them around the units and explained to them the complicated technical aspects of printing. Members were shown the departments where the artists prepare the lay out which are then processed in a sophisticated unit which prepare a basic four colour printing plate.

Members were also shown the computerised type - setting Department equipped with a sophisticated word processor and the automatic paper cutting, folding and binding equipment. Official explained the working in great detail. The unit is so highly automated that the lay out, processing and printing etc. for an entire magazine can be carried out.

Members were struck by the absolute cleanliness and quiet that prevailed in the factory. At the end of the visit, Shri Arun Poorie and senior Management of the Press hosted a small reception to the members. On the whole, the visit according to most members was an unforgettable one.

11. Discussion with the Management Development Institutes on Management Course for Women Entrepreneurs

Mrs. Indu Jain, Mrs Abha Dalmia and some members of the FLO met Shri K L Varshney and representatives of the Management Development Institute to discuss the programme for management courses for women in during November, 1983 and December, 1984. In the course of discussions, it was decided to hold a three week course for women entrepreneurs in March, 1984. The programme would be devised for about 20 participants and would cover management concepts and practices, transactional analysis, market development, project evaluation etc. The course would be held in Federation House, New Delhi.

FLO Awards

After a series of consultations with FICCI President, Shri A K Jain and Secretary-General, Shri D H Pai Panandiker, the FLO Governing Body decided

that Awards would be instituted for contribution by women in the area of business and social welfare.

There would be three categories of Awards:

- Award for Outstanding Woman Entrepreneur/
Woman Professional - Bronze Plaque and
Citation:

These would be alternatively given to a woman entrepreneur ~~or~~ a professional woman in the field of science, medicine, law, management, banking and similar areas. The professional woman would be given a cash award of Rs. 11,000 in addition to the Bronze Plaque. The First Award for 1983 would go to an Outstanding Woman Entrepreneur for establishing and successfully running a business unit, bringing product innovations and providing employment.

- Award for Outstanding Woman Social Worker -
Bronze Plaque, Citation and Rs. 11,000/-:

This Award will be given for significant contribution in any area of social welfare - upliftment of destitutes, handicapped, economically weaker sections of society, education etc. A special emphasis would be laid on work aimed at making the people or organisations with which she is connected economically viable and self-supporting.

- Award to a Social Welfare Institution -
Bronze Plaque, Citation and Rs. 11,000 :

This Award would be for Extensive Contribution in the above areas. There would be no Award in this category in 1983. The first Award would only be given in 1984.

The Awards were given nationwide publicity through advertisements in the major national and regional

dailies. The details of the FLO Awards were circulated to important - industrial and social welfare institutions requesting them to send nominations for the awards - nomination were received.

Jury: The Jury constituted for the FICCI Awards was requested to serve as Jury for the FLO Awards.

MEMBERS OF THE FLO

ORDINARY MEMBERS

1. Mrs Shubhra Gupta
2. Mrs Shefali Jhalani
3. Mrs Manorama Vaid
4. Mrs Kamini Gangwal
5. Mrs Mahmooda Haja Shareeff
6. Mrs Sarla Himat Doshi
7. Mrs Abha Dalmia
8. Mrs. Anuradha Modi
9. Mrs Raj Kumari Aggarwal
10. Mrs Sangeeta Dalmia
11. Mrs Shobhana Bhartia
12. Mrs Lalita Jalan
13. Mrs Panna Bharat Ram
14. Mrs Vidya Gupta
15. Mrs Vinita Singhania
16. Mrs Nirmala Jain
17. Mrs Sumitra Mody
18. Mrs Monica Burman
19. Mrs Indu Punj
20. Mrs Maya Misra
21. Mrs Asha Modi
22. Mrs. Bimla Rai
23. Mrs Madhu Jajodia
24. Mrs Krishna Mohta
25. Mrs V Mohini Giri
26. Mrs Poornima Jain
27. Mrs Abha Goyal
28. Mrs Sudha Mathur
29. Mrs Aruna Dalmia
30. Mrs Sulabha Rajgarhia
31. Mrs. Manju Gupta
32. Mrs Manju Jain
33. Mrs Lekha Poddar
34. Mrs Sunanda Singhania
35. Mrs. Mukta Devi Bagla
36. Mrs. Taruna Singhi
37. Mrs Kiran Devi Khaitan
38. Mrs Rekha Khaitan
39. Mrs Ruchira Jain
40. Mrs Manjari Saksena
41. Mrs Prabha Rajgarhia
42. Mrs Anjana Viren Shah
43. Mrs Sarla Daga
44. Mrs Alka Jalan

46. Mrs Minakshi Gupta
47. Mrs Shashi Mody
48. Mrs Anita Meattle
49. Mrs Vrinda Jain
50. Mrs Jayanti Dalmia
51. Mrs Sunita Bagla
52. Mrs Renu Modi
53. Mrs Raman Varma
54. Mrs Indu Jain
55. Ms Richa Jain
56. Mrs Chitra Gupta
57. Mrs Malika C Amin
58. Mrs Asha Swarup
59. Mrs Karuna Goenka
60. Mrs Usha Rajgarhia
61. Mrs Padma Bajoria
62. Mrs Asha Jain
63. Mrs Shrija Jain
64. Mrs Nandita Jain
65. Mrs Vinita Jain
66. Mrs Rekha Modi
67. Mrs Sujata Jain
68. Mrs Janak Gupta

ASSOCIATE MEMBERS

1. Bharatiya Jyanpith

HONORARY MEMBER

1. Mrs Mekhla Jha