

9TH ANNUAL SESSION



FICCI LADIES ORGANISATION
Federation House, Tansen Marg, New Delhi



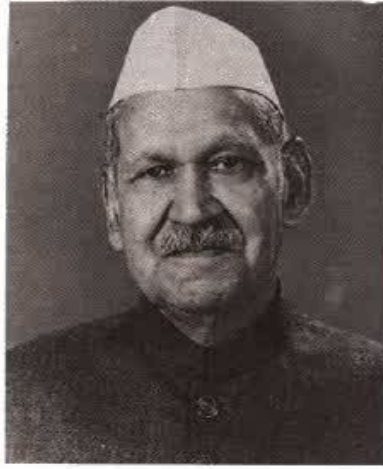
The Eighth Annual Session of FLO was held in New Delhi on 7th September 1991. Mr. P. Chidambaram the then Minister of Commerce inaugurated the Session. Sitting from left to right : Mrs. Shubhra Gupta, Dr. V. L. Dutt, Mr. P. Chidambaram & Mrs. Indu Punj

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राष्ट्रपति का प्रेस सचिव
Press Secretary to the President

No.F.2-M/92

राष्ट्रपति सचिवालय
राष्ट्रपति भवन
नई दिल्ली-110004

*President's Secretariat
Rashtrapati Bhavan
New Delhi-110004*

September 29, 1992

Dear Ms. Gupta,

The President of India, Dr. S.D. Sharma, is happy to know that the FICCI Ladies Organisation, is holding its 9th Annual Session in New Delhi on October 10, 1992.

The President sends his greetings and best wishes on the occasion.

Yours sincerely,

P. Varma

(Pavan K. Varma)

Ms. Shubhra Gupta,
President,
FICCI Ladies Organisation,
Federation House, Tansen Marg,
New Delhi-110 001.



P.V.R.K. PRASAD
Information Adviser to the Prime Minister

प्रधान मंत्री कार्यालय
नई दिल्ली 110 011
PRIME MINISTER'S OFFICE
NEW DELHI 110 011

September 29, 1992.

1/10

Dear Ms. Gupta,

The Prime Minister congratulates the FICCI Ladies Organisation on the occasion of its 9th Annual Session on October 10, 1992. The Prime Minister is happy to note that FLO has been active in promoting the cause of women entrepreneurs and professionals since its inception.

The Prime Minister sends his best wishes to all the participants.

With regards,

Yours sincerely,

(P.V.R.K. Prasad)

Ms. Shubhra Gupta,
President,
FICCI Ladies Organisation,
Federation House, Tansen Marg,
New Delhi.



FEDERATION OF INDIAN CHAMBERS OF COMMERCE AND INDUSTRY

FEDERATION HOUSE, TANSEN MARG, NEW DELHI-110 001

Dr. V.L. DUTT
President

M E S S A G E

I am delighted to note that FICCI Ladies Organisation is holding its Ninth Annual Session on 10th October, 1992. The Organisation has been taking up a variety of socially and economically relevant programmes.

FLO has been making useful contribution in the development of entrepreneurship among women. Its six weeks Entrepreneurship Development Programme sponsored by the Small Industries Development Bank of India (SIDBI) and Indian Bank has been a great success. Under its auspices a trade delegation of women entrepreneurs also visited China.

The social out-reach programmes organised by FLO in Dakshinpuri, Trilokpuri and Nangoli - slum areas of Delhi, for under privileged women is a step towards integrating women into the mainstream of national life.

I wish that in the years to come FLO will increasingly take up larger responsibilities and achieve higher stature and greater recognition.


(V L Dutt)

September 24, 1992

FOREWORD

FICCI Ladies Organisation (FLO) has completed nine years of its existence. Since its inception, FLO has organised a number of beneficial programmes for the social and economic upliftment of women. During my tenure as President, programmes have covered a wide spectrum catering to the various needs of women and to help them meet the challenges and requirements of the changing times. Today FLO is a homogeneous forum of entrepreneurs, executives, professionals and housewives interested in business, trade, commerce and the Indian economy at large. It has become a vibrant organisation throbbing with new ideas and plans of action. It had been my constant endeavour during my term of office to fulfill the aspirations and diverse interest of the evergrowing membership of the Organisation.

Entrepreneurship among women is a new phenomenon in India. While the developed countries have witnessed a mushroom growth of women entrepreneurs and professionals during the early 70's, in India we have yet to notice this trend. As part of our role as a catalyst in grooming new and dedicated band of women entrepreneurs and professionals, FLO has drawn up a multi - disciplinary programme. Mention has to be made about the six-weeks training course on Entrepreneurship Development Programme (EDP) for women. The EDP was sponsored by Small Industries Development Bank of India (SIDBI) and Indian Bank. So far about 150 ladies have been trained in these programmes and around 64 ladies have started their units. It is expected that about 25 more units would come up in the next two years. FLO has opened a Business Consultancy Cell which encourages not only these trainees to come to us with their teething problems, but also the general entrepreneurs to come for guidance. To help women further FLO is also studying the prospects of setting up a **Mahila Bank**. With a view to encourage women entrepreneurs inter-

ested in foreign trade, FLO has organised three Export Orientation programmes – two in Delhi and one in Hyderabad which together provided training to about 500 potential exporters, mostly women.

During my tenure, I had the opportunity to lead a trade delegation to China. In the two weeks tour the FLO delegation held extensive parleys with the Chinese Government officials, representatives of Chambers of Commerce and trade promotion bodies. Importantly, the delegation called on All China Federation, China Council for Promotion of International Trade, All China Women Federation and Ministry of Commerce.

Our socio-economic programme started two years ago at Dakshinpuri, continues to flourish. Around 200 under privileged women have been trained in sewing and cutting with a view to make them self-reliant. FLO is committed to implement many more such programmes in the coming years for the under-privileged women with a view to supplement their income through self-employment.

With the aim of bringing women in the mainstream of the society, FLO has implemented an Adult Literacy Course for young girls and women at Dakshinpuri, Nangloi and Trilokpuri. Illiteracy is the most serious problem in the way of development of society. There is a great need to educate the girl child in order to improve the status of women in our country. Let me assure that in the coming years we shall increasingly implement new and innovating programmes for the under-privileged with a view to increase their income and ability.

This year also we had the opportunity to be addressed by a galaxy of prominent dignitaries. Dr. Karan Singh, Philosopher, Statesman and Diplomat addressed the FLO members and mentioned that "Interfaith Dialogue in a Pluralistic World" can promote global consciousness and

can spread across the world the message of peace, tranquility and compassionate divinity.

There is a great need of active participation of the private sector in the tourism and tourism-related activities. To provide an insight to the members on the pros and cons of the Tourism industry, FLO organised a Talk by Mr. Madhav Rao Scindia, Minister for Civil Aviation and Tourism and a two-days Workshop in collaboration with the Ministry of Tourism, Government of India and IITTM. Mrs Sukhbuns Kaur Bhinder inaugurated the workshop.

To educate women regarding their legal rights, a Talk was arranged on "Women's Rights under the Indian Constitution." Mr. Arjun Singh, Minister for Human Resource Development addressed the members on "Equality of Men and Women in Employment".

Dr. (Mrs.) Najma Heptullah, Deputy Chairman of Rajya Sabha gave an interesting Talk on "Women and Development".

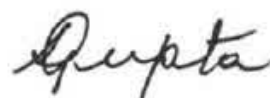
Management is essential in all organised corporations as well as at all levels of organisation, in an enterprise. To understand the management and its changing implications in the business and profession, FLO organised a Talk on Management Styles: Cross Cultural Experiences by Dr. S. Chandra.

High fashion garment industry is trying to set up market clientele in the developed countries. In this direction a Workshop was organised in

collaboration with the National Institute of Fashion Technology (NIFT). The programme was attended by around 80 participants and appreciated by the members.

The ensuing pages contain the details of our programmes for the year 1991-92. Considering the potential and challenges ahead of us, I agree we have to work hard to achieve our goals.

I would like to place on record my deep sense of appreciation for the cooperation I have received from Dr. V.L.Dutt and Mr. Kantikumar R.Podar President and President-Elect respectively. The Governing Body Members had extended their excellent support and cooperation during my tenure. The new Sub-Committees which have been formed in my tenure also extended their full cooperation. I am very grateful for the advice and support received from the Past Presidents, Vice-President Mrs Indira Dutt & Treasurer Mrs. Madhu Kanoria. I am indeed grateful to Mr.D.H.Pai Panandiker, Ex-Secretary General, FICCI, for the excellent support he had extended to me. I had received valuable support from Mr. M. M. Luther, Secretary General, FICCI. My sincere thanks to Mrs. Shipra Chatterjee in making this year's programmes successful. My sincere thanks are also due to Mrs. Nischint Arora, Dr (Miss) N. Hamsa and Mr. S. K. Manju for the help they have given to me in organising some of our programmes. My sincere thanks to Mr. Joseph Thachil for the excellent media support for our programmes. I am grateful to all of them.



(SHUBHRA GUPTA)

October 10, 1992



FLO AWARDS AND THEIR RECIPIENTS

1983

Award for Outstanding Woman Entrepreneur

Mrs Beena Jain, Production Organiser of the Jain Laboratory, Mathura, was given the award for her contributions in the field of export promotion.

Award for Outstanding Woman Social Worker.

This award was given to Mrs Arunaben Desai for her contributions to emancipation of women, rehabilitation of destitutes and children, etc.

1984

Award for Outstanding Woman Professional

Dr (Mrs) Rani Siromoney was given the award in recognition to her significant contribution in the field of Modern Mathematics.

Award for Outstanding Social Welfare Institution for Women

The Shradhanand Mahila Ashram, Bombay was given the award for the commendable services rendered by it to needy women and children for nearly six decades.

1985

Award for Outstanding Woman Entrepreneur

Mrs Shahnaz Hussain, a pioneer in herbal beauty treatment was given the award in recognition of her outstanding initiative as a woman entrepreneur.

Award for Outstanding Woman Social Workers.

Mr. V.Veerammal, a noted social worker, was given the award in recognition of her outstanding contribution in social work.

1986

Award for outstanding Social Welfare Institution for Women

Bal Rashmi Society which was created with the objective to serve the downtrodden and economically backward classes, mainly Harijan children, received the Award.

Award for Outstanding Woman Entrepreneur/Professional

The jury decided not to give the Award.

1987

Award for Outstanding Social Welfare Institution for Women

Mrs. A.C. Krishna Rao, Madras, received the FLO Award for 1987 in the field of outstanding Social Worker. Her nomination was sponsored by Adison and Company Limited, Madras.

Award for Outstanding Woman Entrepreneur/Professional

The jury decided not to give the Award.

1988

Award for Outstanding Woman Professional

Mrs Aditi Syam received the FLO Award for 1988 in recognition of her significant contribution in the field of Public Relations, Education and Research.



Award for Outstanding Social Welfare Institution for Women

Shramasahkar Mahila Sangha Ltd received the FLO Award for 1988 for the commendable services rendered by it to women who are mainly from the lower strata of society.

1989

Award for Outstanding Woman Entrepreneur

Mrs Rita Singh, Managing Director of MESCO group of industries receives the FLO Award for 1989 in recognition of her outstanding contributions as a Woman Entrepreneur. She is a leading manufacturer and exporter of leather garments, shoes and shoe uppers.

Award for Outstanding Woman Social Worker

The cash Award of Rs. 11,000/- was shared by Mrs Donna Fernandes, Bangalore and Ms Renana Jhabvala, Ahmedabad.

Mrs Donna Fernandes took keen interest and helped victims of bride burning, rape, wife beating and child abuse by giving counselling legal and medical help, employment and shelter facilities to them.

Ms Renana Jhabvala is the Secretary of SEWA. A Harvard graduate, she has played a key role in extending SEWA's trade union work among women at grassroot level. She also has done commendable work in organising the women in the informal sector.

1990

Award for Outstanding Woman Professional

The FLO Award for Outstanding Woman Professional was shared by Mrs D.Lakshmi, Bharat Electronics Limited, Bangalore and Dr. (Mrs) Rugmini Sankaran, Director of the Defence Food Research Laboratory, Mysore.

Mrs. D. Lakshmi receives the FLO Award for 1990

in recognition of her outstanding work in the field of computer simulators. She has contributed at a high professional level in a field where very few women have been working. Her work has been applied in several fields including navigation.

Dr. (Mrs) Rugmini Sankaran shared the FLO Award for 1990 in recognition of the outstanding contribution in the field of microbiology and milled products. She has made a very important contribution in evolving microbial criteria and standards in processed foods.

Award for Outstanding Social Welfare Institution for Woman

The jury decided not to give the Award this year.

1991-92

Award for outstanding Woman Professional

This year's FLO Award in the Field of Outstanding Women professional has been given to the following:

1. Mrs. Lakshmi G. Menon
Chairman & Managing Director
Hindustan Teleprinters Ltd
Madras
2. Mrs D.B. Baldawala
Director
Industrial Boilers Ltd
Bombay

Both these women have done excellent work for their respective industrial enterprises.

Mrs. Lakshmi G. Menon, B.Sc., DMIT (Electronics) is responsible for formulating specifying, tendering and evaluating the prestigious Gateway Digital Switching System of VSML. She has to her credit planning, installation, testing and maintenance of SPC computer controlled exchanges of VSML including telex telegraph, telephone and data exchanges.

Mrs. D.B Baldawala has achieved excellence in her business career which includes marketing

and the finalisation of contracts and projects. Mrs. Baldawala is acknowledged as one of the pioneer leaders in boiler manufacturing industry. She looks after managerial and technical side of her Organisation as well. This includes marketing and finalisation of contracts and projects. She has been successful in exporting boilers to countries such as Tanzania, Zambia and Vietnam. She has also entered into collaboration with Bharat Heavy Electricals Ltd(BHEL) for manufacturing Fluidised Bed Combustion Boilers which is latest world technology in coal-fired boilers.

Members of the Jury

- 1 **Mr. Justice P.N.Bhagwati**
Former Chief Justice
Supreme Court
- 2 **Dr. D.S.Kothari**
Educationist
- 3 **Dr. M.S. Swaminathan**
Chairman
MS Swaminathan Research Foundation.
- 4 **Dr. J.P.Gupta**
Ex Chairman
Union Public Service Commission
- 5 **Dr S.K.Joshi**
Director General
Council of Scientific & Industrial Research
- 6 **Prof G Rama Reddy**
Chairman
University Grants Commission.
- 7 **Dr. V.L.Dutt (Ex-officio)**
President
FICCI
- 8 **M. M. Luther**
Member-Secretary
FICCI

Talk by Dr. Karan Singh New Delhi September 11, 1992

Dr. Karan Singh, the philosopher, statesman and diplomat addressed the FLO members on "Inter-faith Dialogue in a Pluralistic World". Dr. Karan Singh stated that interfaith dialogue can promote global consciousness and can spread across the world the message of peace, tranquility and com-

passionate divinity. He also dispelled the misconception that the education and economic prosperity would strengthen the religiosity and would nurture the sublime consciousness of people. The programme was attended by around 100 women from all walks of life.



Sitting from left to right : Mrs. Indu Puri, Dr. Karan Singh,
Mrs. Shubhra Gupta & Mrs. Shipra Chatterjee

Meeting with Mr. Salman Khursheed, Deputy Minister for Commerce New Delhi : September 23, 1991

A delegation led by Mrs. Shubhra Gupta, President, FLO called on Mr. Salman Khursheed, Deputy Minister for Commerce, Government of India, to apprise him about the activities of FLO and to seek his advice and guidance as to how to explore the possibilities of strengthening the

relationship between India and China. The other members of the delegation were: Mrs Kusum Ansal, Mrs Monica Burman, Mrs. Sudha Jhunjhunwala, Mrs Neelam Mohta, Mrs Madhu Singhal, Mrs Vinita Singhania, and Mrs. Shipra Chatterjee, Member-Secretary.



FLO delegation called upon
Mr. Salman Khursheed



FLO delegation with Chinese Ambassador
H. E. Mr. Cheng Ruisheng and Mrs. Ruisheng

Meeting with Chinese Ambassador New Delhi : September 25, 1991

Mrs. Shubhra Gupta, President, FLO called on the Chinese Ambassador H.E.Mr. Cheng Ruisheng. She sought his advice and guidance in making the visit of FLO delegation to China more fruitful. The other members of the delegation were Mrs

Kusum Ansal, Mrs Monica Burman, Mrs Neelam Mohta, Mrs Vinita Singhania, Mrs Madhu Singhal, and Mrs. Shipra Chatterjee, Member Secretary,

Trade Delegation to China October 3 to 17, 1991

A ten-member all women trade delegation led by Mrs. Shubhra Gupta, President, FLO visited China. In the last one year a number of significant changes in policy and economic conditions in India have taken place. In this perspective the FLO delegation had the opportunity to explore possibilities of strengthening the relationship between China and India. Apart from the capital city of Beijing, the delegation also visited the cities like Hangzhou which is traditionally known as "Home of Silk" and Guangzhou (Canton) which functions as China's major port of foreign trade and also Xian.

The delegation had excellent business meetings with China Council for the Promotion of Interna-

tional Trade (CCPIT), All China Federation of Industry and Commerce, All China Women's Federation and business houses, and met prominent dignitaries at the political, social and cultural levels, and officials of Ministry of Commerce. The delegation also visited the National Arts and Crafts Corporation which is engaged in Chinese arts and crafts production, trade and exports. The delegation had individual meetings with their counterparts. Many buyers have shown sufficient interest in plywood, pesticides, organic and inorganic chemicals etc. The delegation also visited the Export Trade Fair in Canton which was organised by the state government of Guangdong province.



Members of the FLO Trade Delegation to China and some officials from CCPIT.

Lecture-cum-Audio Visual Programme on Fashion Technology New Delhi : November 22, 1991

FICCI Ladies Organisation organised a lecture-cum-audio visual programme in collaboration with the National Institute of Fashion Technology on 'Fashion Technology'. While inaugurating the programme, Mrs. Rathi Jha, Executive Director, NIFT said that the world over revolution was taking place in the field of fashion garments. Although Indian fashion industry has

come of age, it has yet to keep abreast with the everchanging tastes, preferences and designs. Mrs Shubhra Gupta, President, FLO stated that there was tremendous scope for high fashion garments today. But garment industry would have to establish in the global market. She also added that with the proper training and professionalism India could still make a mark in the world market.



Sitting from left to right : Mrs. Rathi Jha, Mrs. Shubhra Gupta &
Mrs. Indira Dutt

FLO/CIE/SIDA/ILO Training Programme on Improve Your Business New Delhi : December 12 & 13, 1991

A Training Programme on Improve Your Business (IYB) in collaboration with CIE/SIDA/ILO was organised. The main objective of this programme was to develop an entrepreneurial attitude and to promote effective and viable small enterprises through enhancement of their awareness and knowledge of management and techni-

ques. The thrust was on improving both the rate of small enterprises and thereby generating more jobs in the small scale sector. The programme was inaugurated by Mr. A. Timofeev, Deputy Director, International Labour Organisation, on 12 th December.

Training Programme on HOW TO START AN EXPORT BUSINESS

During the year the FLO has successfully conducted three training programmes on Exports primarily aimed at the women at different centres. Two programmes were held in Delhi and one in Hyderabad. The general objective of the programme was to acquaint potential exporters

about the export procedures, documentation, packaging and shipping, Government rules and regulations etc. Certificates were awarded to the participants of all the three programmes. A synopsis of the different programmes held at Delhi and Hyderabad is given below:

How to Start an Export Business New Delhi : December 16-18, 1991

A three-day training programme on How to Start an Export Business in collaboration with the Trade Development Authority (presently known as India Trade Promotion Organisation) was organised. The programme was inaugurated by Mr. Salman Khursheed, Deputy Minister for Commerce, Government of India on 16th December. In his inaugural speech Mr. Salman Khursheed stressed the need for periodic interactions be-

tween the exporting community and the policy makers to assess the impact of the new policies and to evolve suitable strategies to overcome them and make export more easier.

Faculty for this programme was drawn from Trade Development Authority, Indian Institute of Foreign Trade, Ministry of Commerce and Export Houses. Around 200 participants attended this programme.



Sitting from left to right : Mrs. Shubhra Gupta, Mr. Salman Khursheed
& Mr. K. Kipgen.

How to Start an Export Business Hyderabad : February 4-7, 1992

The second training programme on How to Start an Export Business was held in Hyderabad in collaboration with The Federation of Andhra Pradesh Chambers of Commerce and Industry. This programme was attended by 120 potential

exporters. Mrs. Suman Krishan Kant President A.P. Mahila Dakshata Samiti & Chairperson Red Cross society AP Branch inaugurated the programme.



Dignitaries & participants of the Training Course on How to Start an Export Business



Mr. Rameshwar Thakur. In his left : Mrs. Shubhra Gupta & Mrs. Indira Dutt; and in his right : Mr. M. M. Luther & Mr. Harsh Gupta

How to Start an Export Business Delhi : June 9 - 11, 1992

The third training programme on How to Start an Export Business was organised in collaboration with India trade Promotion Organisation (ITPO). The programme was inaugurated by Mr. Rameshwar Thakur, Minister of State for Finance, Government of India on 9th June. Mr Thakur in his inaugural speech led special emphasis and said that the women entrepreneurs should active-

ly participate in the country's export efforts. Hon'ble Minister reiterated that in today's world it is essential to achieve high productivity, efficiency, excellent quality controls and profitability for competing in the world market. The programme was attended by around 120 participants.

Talk by Mr. Madhav Rao Scindia, Minister for Civil Aviation and Tourism New Delhi : December 23—1991

A talk was organised by FLO on "Economics and Tourism in General". Mr. Madhav Rao Scindia, Minister for Civil Aviation and Tourism delivered the speech. He expressed the optimism that the year 1992-93 will be excellent year for tourism. The Centre, he said, was implementing an Action Plan in close cooperation with the State Governments and private sector which will give an impetus to the tourism and tourism-related

industry in the country. Mr. Scindia also indicated that the Aviation sector also will be increasingly opened up in the coming years. He underlined the need for increasing participation of private sector in these activities. The programme was attended by around 100 participants & they had a good opportunity to interact with the minister.



Sitting from left to right : Mr. Madhav Rao Scindia, Mrs. Shubhra Gupta
and Mrs. Shipra Chatterjee



Monitoring and Guidance Committee for EDP Participants New Delhi : January 8, and April 24, 1992

A Monitoring and Guidance Committee was set up to review the progress made by both the EDPS (Entrepreneurship Development Programmes) participants who had undergone training earlier. Some ladies were in the process of setting up their units, while others were still trying to finalise the projects. Representatives from various organisations like Industrial Development Bank of India, Indian Bank and Delhi Financial Corporation, were among others in the

Committee.

The main objectives of these meetings were to have direct interface between the Govt. agencies and EDP participants and enable the latter to share their experiences.

The participants mentioned about certain difficulties faced by them viz. opening up current account allotment of plots, marketing etc.

Factory Visit New Delhi : January 22, 1992

FLO delegation led by Mrs Neelam Mohta, Member, Governing Body visited Maruti Udyog Ltd, Gurgaon. Maruti Udyog has collaboration with Suzuki Corporation of Japan. The Factory started its production in 1983. The production capacity as on today 1,23,000 vehicles per year. The company has exported 29,000 vehicles in 1991-92 and has the target to export 45,000 vehicles in 1992-93.

Ford Company of USA had signed a Memorandum of Understanding (MOU) with Maruti Udyog for joint venture for 100 percent Export-Oriented Units. Some senior managers of the Company took the delegation around the factory and appraised them about the sophisticated production system and marketing net work. Later tea was hosted in honour of the delegation.

Talk by
Mr. Arjun Singh, Minister for Human Resource
Development on Equality of Men and Women in
Employment New Delhi : February 26, 1992

Mr. Arjun Singh, Minister for Human Resource Development addressed the FLO members on Equality of Men and Women in Employment. Hon'ble Minister called on the women to increasingly take up business and professional challenges. This would give women a predominant role in the society. Exhorting women to give focussed attention to rural organised sector, he said that 75 percent of the problems could be solved if this

section is made more productive. He wanted FLO to play an active role in this regard.

He mentioned that the Government is drawing up a vocational training scheme to bring about an organic linkage between the requirement of industry and the courses being offered by the vocational institutions.



Mrs. Shubhra Gupta welcoming Mr. Arjun Singh

Women's Rights Under Indian Constitution Madras: March 7, 1992

Laws for women deal with the rights, protection and welfare. The Constitution grants women the fundamental rights to equality. To educate women regarding their legal rights, a seminar was organised in collaboration with the Southern Indian Chamber of Commerce & Industry. The programme was inaugurated by Ms. R. Vaigai,

President, Women's lawyers Association, Madras; and presided over by Mrs. Indira Dutt, Vice President, FLO, Mr V. Ramachandran Advocate; and Mr. P. N. Manoharan, Chartered Accountant addressed the members. The programme was appreciated by the members.



Mrs. Indira Dutt delivering her Welcome Address.

Workshop on Mass Media and Advertisement New Delhi : March 13, 1992

FLO had organised a workshop and audio-visual show on Mass Media and Advertisement. Mr. S.K. Sood, from Lintas Advertising Agency, Ms Usha Albuquerque TV news reader and Ms. Vandana Mohan, Artist free lancer addressed the members and presented an audio-visual show on

Advertisement. In her inaugural speech Mrs. Nir-mala Jain , past President, FLO mentioned that in the days to come media and advertisement, should act more as instruments for socio-economic change and should aim at satisfying various needs and aspirations of the people.



Participants of the programme on Mass-Media and Advertisement.

**Talk by Dr. (Mrs.) Najma Heptullah,
Deputy Chairman, Rajya Sabha
New Delhi : May 6, 1992**

Dr. (Mrs.) Najma Heptullah, Deputy Chairman, Rajya Sabha had addressed the FLO members on Women and Development. Mrs. Heptullah wanted women organisations to actively participate in the process of development and to initiate programme directed at young girls and women. She also mentioned that unless women are fully educated they will not be able to join the

mainstream of the society. Earlier in her welcome address Mr. Shubhra Gupta, President, FLO pointed out that socio-economic policies need to protect women currently engaged in income generating activities as well as further increase their productivity and involvement in economic endeavour.



Sitting from left to right : Mrs. Sudha Jhunjhunwala, Dr. (Mrs.) Najma Heptullah, Mrs. Shubhra Gupta & Mrs. Shipra Chatterjee

Symposium on "Time Management" Madras : July 16, 1992

A symposium on Time Management was organised in Madras. Smt. Sheela Priya, IAS, Joint Commissioner Land Revenue, Government of Tamil Nadu Inaugurated the programme. Mr. M.M. Luther, Secretary General, FICCI, New Delhi and Mr. N.C.Sridharan, Senior Manager (Personnel), Sundram Clayton, Madras, were the speakers. The main objective of the symposium was to acquaint the members about the concept of time management system. In order to enhance

productive efficiency and thereby effectively participating the recent mobilisation process, it is essential that time management should be given its due importance as in other countries. The symposium was attended by around 100 participants. Dr. V. L. Dutt, President FICCI also attended the meeting. Mrs. Shubhra Gupta President FLO & Mrs. Indira Dutt Vice President FLO read out the welcome speech & vote of thanks respectively.

Valedictory Function of EDP for Women New Delhi : September 17, 1992

The valedictory function of Entrepreneurship Development Programme (EDP) for Women was organised by FLO. Mrs. Krishna Sahi, Minister of State for Industrial Development, Government of India, in her valedictory address emphasised the need for more and more women entering into business and other related professions. She also mentioned that the Government has taken several steps which included formulation of National Perspective Plan for Women in the SSI sector.

In her welcome speech Mrs. Shubhra Gupta,

President, FLO said that the Government policies had to be formulated in order to remove the various obstacles that the women entrepreneurs had faced. She wanted the Government to lend a helping hand to FLO in accelerating its Entrepreneurship Development Programmes. Representatives from Small Industries development Bank of India (SIDBI), Indian Bank, and other financial institutions have shared their views with the participants during the occasion.

Later Mrs. Krishna Sahi gave away certificates to the participants.



Participants to EDP Training Course.



Mrs. Krishna Sahi distributing the certificates to the EDP participants. Mrs. Shubhra Gupta & Mrs. Shipra Chatterjee are also seen in the picture.

Talk by Dr. Sushil Chandra New Delhi : September 21, 1992

Dr. Sushil Chandra, an eminent management expert explained to the members the Management Styles: Cross Cultural Experiences. He stated that the 20th century has witnessed a spurt in big organisation where a large number of people work together to accomplish specific task. It is important that the work of these people is proper-

ly co-ordinated for the accomplishment of the organisations' objectives. How a manager gets work done from these people, is dependent on his style of management. He also elaborated the management style of other countries like Japan, South Korea, China, Germany and USA. The talk was very interesting and educative.



Mrs. Shubhra Gupta delivering her Welcome Address to the FLO members.

Sitting from left to right : Mrs. Nirmala Jain, Dr. S. Chandra, Mrs. Shubhra Gupta & Mrs. Shipra Chatterjee.

Talk by Mr. M. J. Akbar New Delhi : September 9, 1992

Mr. M.J. Akbar, eminent journalist addressed the FLO members on : "Challenge of Change". In this interesting talk, Mr. Akbar in his dynamic style outlined the growth of the change of media during the freedom struggle and after. His talk was followed by questions and answers session. Many questions were raised relating to com-

munal tensions, economic maladies, and the state of public administration. Earlier welcoming the members Mrs. Shubhra Gupta, President, FLO stated that duties and responsibilities of the news media were increasing with the demand for better informations about our highly complexed world.



Mr. M. J. Akbar addressing the FLO members.

Meeting with the Chinese Delegation New Delhi : September 29, 1992

A five-member all women delegation led by Ms. Wang Jun, Shaanxi Province Woman Entrepreneur visited Delhi. The other members of the delegation were—Ms. Liu Xiu-Lan, Xian Modern Chemistry Research Institute, Ms. Wang Ling, Shaanxi Silk Import and Export Corpora-

tion, Ms. Rao Chunxiang and Miss Sun Li Ping from CCPIT.

The FLO members and EDP participants had a good opportunity to interact with their Chinese counterparts.



Meeting with the Chinese Delegates

Workshop on Tourism and Travel Entrepreneurship New Delhi : September 29 & 30, 1992

A two-day workshop on Tourism and Travel Entrepreneurship was organised in collaboration with the Ministry of Tourism, Government of India and the Indian Institute of Tourism, and Travel Management. The workshop was inaugurated by Mrs. Sukhbuns Kaur Bhinder, Hon'ble Minister of State for Tourism, Government of India. While inaugurating, Hon'ble Minister stated that India's foreign exchange earnings from Tourism industry is poised to increase to Rs. 10,000 crores by the end of the century. Ambitious plans to achieve these targets are

being evolved and to increase India's share in the total foreign tourist movement all over the world, to one percent with the next five years.

The programme was attended by around 75 participants. Mr. Jayanta Sanyal, IAS, Additional Director General, Tourism, Department of Tourism, Government of India and Director, Indian Institute of Travel and Tourism Management has given the Valedictory Address and gave away certificates to the participants.



Sitting from left to right : Mrs. Sukhbuns Kaur Bhinder, Mrs. Shubhra Gupta & Mrs. Shipra Chatterjee

FICCI LADIES ORGANISATION

Activities during the year 1991-92

Sl No.	Date	Programme	Sl No.	Date	Programme
1991					
1.	Sept. 9	First governing Body Meeting at Delhi.	11.	Dec. 16-18	Training Programme on How to Start an Export Business in collaboration with Trade Development Authority inaugurated by Mr. Salman Khursheed, Deputy Minister for Commerce, Government of India.
2.	Sept. 11	Talk by Dr. Karan Singh on "Interfaith Dialogue in a Pluralistic World".	12.	Dec. 23	Talk by Mr. Madhav Rao Scindia, Minister for Civil Aviation and Tourism on "Economics and Tourism in General".
3.	Sept. 23	Meeting with Mr. Salman Khursheed, Deputy Minister for Commerce regarding Delegation to China.	1992		
4.	Sept. 25	Meeting with the Chinese Ambassador H.E. Mr. Vheg Ruisheng.	13.	Jan. 8	Follow up meeting with Entrepreneurship Development Programme (EDP) participants.
5.	Sept. 26	Luncheon Meeting with Women Journalists.	14.	Jan. 15	Third Governing Body meeting at Delhi.
6.	Oct. 3-17	Trade Delegation to China.	15.	Jan. 22	Factory Visit to Maruti Udyog Ltd.
7.	Nov. 11	Second Governing Body Meeting at Delhi.	16.	Feb. 4-7	Training Programme on How to Start an Export Business at Hyderabad.
8.	Nov. 22	Lecture-cum-Audio Visual programme in collaboration with the National Institute of Fashion Technology on "Fashion Technology".	17.	Feb. 26	Talk by Mr. Arjun Singh, Minister for Human Resources Development on: "Equality of Men and Women in Employment"
9.	Dec. 7	Meeting with Mr. Salman Khursheed, Deputy Minister for Commerce.	18.	Mar. 7	Symposium on Women's Rights under the Indian Constitution" at Madras.
10.	Dec. 12 & 13	FLO/CIE/SIDA/ILO Training Programme on Improve Your Business inaugurated by Mr. A. Timofeev, Deputy Director, ILO.			

Sl No.	Date	Programme
19.	Mar. 11	Meeting with Mr. Markendey Singh, Lieutenant Governor of Delhi.
20.	Mar. 13	Workshop on " Mass Media and Advertisement".
21.	Apr. 9	Meeting with Ms. Eva-Maria Roer, Board Member, German Association of Lady Entrepreneurs.
22.	Apr. 24	Follow up meeting with EDP participants.
23.	May 6	Talk by Dr. (Mrs.) Najma Haptullah, Deputy Chairman, Rajya Sabha on "Women and development".
24.	May 7	Meeting with Mr. Budheswar Rai, Managing Director, State Bank Of India, Mutual Fund to discuss the feasibility of setting up of a Mahila Bank.
25.	June 2	Fourth Governing Body Meeting at Delhi.
26	June 9-11	Training programme on How to Start an Export Business in collaboration with India Trade Promotion Organisation (ITPO) Inaugurated by Mr. Rameshwar Thakur, Minister of State for Finance.
27	June 26	Meeting with Mr. S.M.S. Choudhury, Registrar of Cooperative Societies regarding Mahila Bank.
28.	July 1	Meeting with Mr. P.K. Dave, Lt Governor of Delhi.

Sl No.	Date	Programme
29	July 6 & 7	Final Exam for Dakshinpuri trainees.
30.	July 13	Meeting of EDP Sub-Committee.
31.	July 16	Symposium on "Time Management": at Madras.
32.	July 20	Meeting of Sub-Committee on Socio Economic Issues.
33.	July 30	Meeting with Ms. Pushpa Bhargava Assistant Chief Officer, Urban Development Bank, Reserve Bank of India.
34.	Aug. 3 & 4	EDP Interview.
35	Aug. 7 to Sept. 17	Entrepreneurship Development programme (EDP) for Women from 7th August to 17th September 1992.
36.	Aug. 25	Meeting with Dr. (Mrs) Coomi Singh.
37.	Aug. 25	Visit to Dakshinpuri and Trilokpuri Centres.
38.	Sept. 9	Talk by Mr. M.J.Akbar on " Challenge of Change".
39.	Sept. 15	Fifth Governing Body Meeting at Delhi.
40.	Sept. 17	Valedictory Function of EDP for Women by Mrs. Krishna Sahi, Minister of State for Industrial Development, Govt of India.
41.	Sept. 21	Talk by Dr. Sushil Chandra on Management Styles: Cross Cultural Experiences".
42.	Sept. 29 & 30	Workshop on Tourism and Travel Entrepreneurship. Inaugurated by Mrs. Sukhbuns Kaur Bhinder, Minister of State for Tourism, Government of India.



GOVERNING BODY MEETINGS OF FLO HELD DURING THE YEAR - 1991-92

Governing Body Meeting at New Delhi, 9.9.1991
Governing Body Meeting at New Delhi, 11.11.1991
Governing Body Meeting at New Delhi, 15.1.1992

Governing Body Meeting at New Delhi, 2.6.1992
Governing Body Meeting at New Delhi, 15.9.1992

Sub-Committee Meetings

1. Entrepreneurship Development Programme (EDP), 13.7.1992
2. Socio-Economic Issues, 20.7.1992

GOVERNING BODY MEMBERS- 1991-92

The following member were nominated by President, FICCI as the Governing Body of FLO for the year 1991-92:

President

Mrs. Shubhra Gupta
Delhi

Vice-President

Mrs. Indira Dutt
Madras

Immediate Past president

Mrs. Indu Rani Punj
New Delhi

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1. Mrs Sheela Kanoria
Calcutta
2. Mrs. Jyotsna Podar
Calcutta
3. Mrs. Renuka Shah
Calcutta
4. Mrs. Beena Khaitan
Calcutta

WEST

1. Mrs Snehlata K.Podar
Bombay
2. Mrs. Minakshi Bajaj
Bombay
3. Mrs. Asha Rohit Mehta
Ahemedabad
4. Mrs. Mallika C.Amin
Baroda
5. Mrs Sarla Himat Doshi
Bombay

NORTH

1. Mrs. Lekha Poddar
New Delhi
2. Mrs. Madhu Kanoria
New Delhi
3. Mrs Binita jain
Delhi

4. Mrs. Karuna Khaitan
New Delhi
5. Mrs. Chandra Garodia
New Delhi
6. Mrs. Sarpraveen Kaur
New Delhi
7. Mrs Neelam Mohta
New Delhi
8. Mrs. Kalpana Singhanian
New Delhi
9. Dr. (Mrs) Manju V. Mehta
New Delhi
10. Mrs. Karuna K. Goenka
New Delhi

SOUTH

1. Mrs. Mahmooda Haja Shareeff
Madras
2. Mrs. Gita Banker
Madras
3. Mrs. Anjana Somany
Hyderabad
4. Mrs. Uma Aggarwal
Bangalore
5. Mrs. Usha Krishna
Madras



Mrs. Shubhra Gupta represented FLO as a delegate in the Conference organised by FICCI. Standing from left to right : Mr. Manmohan Singh, Dr. V. L. Dutt, Mrs. Shubhra Gupta & Mrs. Indira Dutt.

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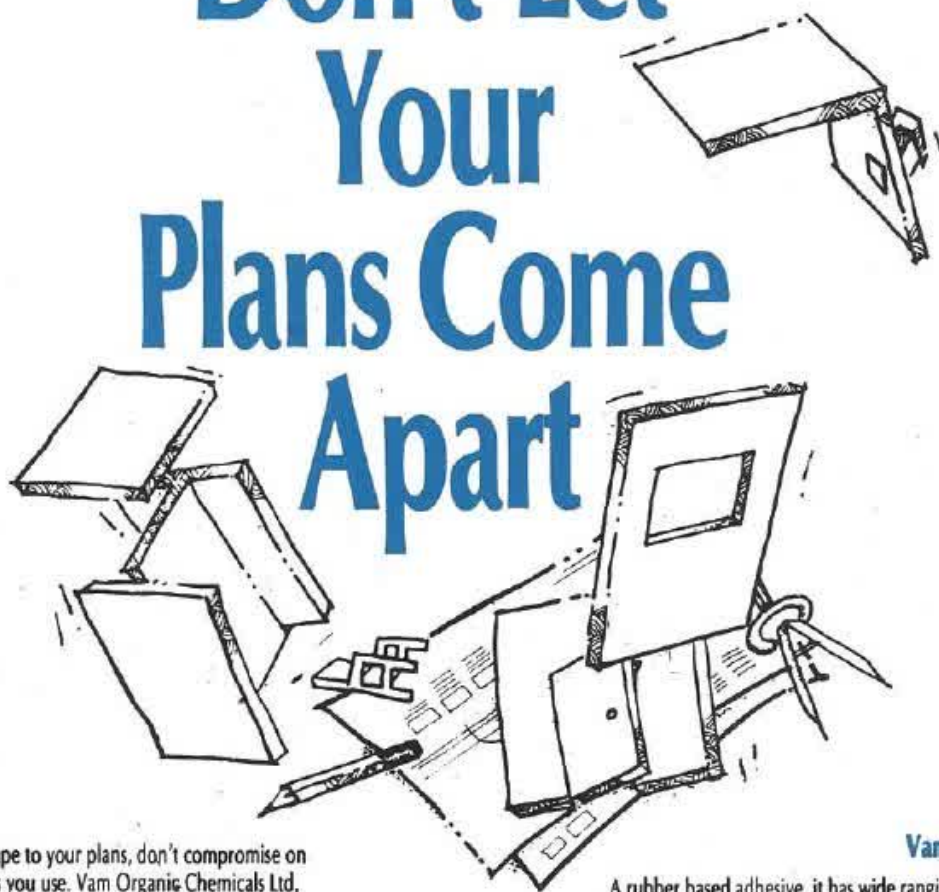
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