



*20 years
of
Empowerment*

&

*A year
of new
Beginnings.*



FICCI

FLO

FICCI LADIES
ORGANISATION
The power to empower

21st Annual Report (2004-05)



**THE END OF A YEAR .
THE BEGINNING OF A NEW ERA .**

Dear Friends,

It was Napoleon Bonaparte who said, "The word impossible is not in my dictionary."

In the journey of FLO, we have seen the truth in Napoleon's words come alive, every time we have been faced with a challenge that seemed impossible to overcome.

But we have prevailed. And we have done so, with the magic of team-work.

When I took over as the President of FLO, it was a humbling experience. Humbling, because, there was this awesome legacy to live upto. The legacy that goes back 20 years. A clearly defined tradition of excellence, that one had to take forward.

I've tried to carry the flame and run forward with it, with the help of all of you.

Keeping in mind the tradition of FLO. And the imperatives of the future.

This year has indeed been a year of new beginnings. New initiatives have been taken, and their results will keep flowing in the times to come.

With every passing year, FLO has grown from strength to strength. And I dare say, this year has also seen us move forward. Stronger. More confident. Reaching higher than ever before.

I 'd like to thank all of you for your steadfast support and help in the year gone by.

I'd also like to acknowledge the inspiration and guidance provided by all our past Presidents, members of Governing Body and Chairpersons of Chapters without whose active support, we would have felt lost in the woods.

St. Thomas Aquinos said, "Three things are necessary for the salvation of a man: to know what he ought to believe; to know what he ought to desire; and to know what he ought to do."

For us at FLO, the belief is to empower women, the desire is to do so effectively beyond boundaries and ceilings. And now is the time to act more decisively than ever before.

NAMITA GAUTAM
PRESIDENT

NEW BEGINNING

.....
A new beginning is like digging for water.
You dig and dig and dig. You sweat and
toil. It seems impossible. Then slowly you
find a spring, with water bubbling up.
Once the water rises, it forms a small
stream. Then a big stream joins it. And it
becomes a river. A river which can only
move forward. A river in full FLO.
.....

FLO IN A NEW LIGHT



In keeping with the need to communicate more professionally in today's dynamic business environment, FLO underwent a complete image-makeover. A complete transformation, with a brand new logo and corporate identity, that reflects FLO's identity as a brand and takes it forward in the new millennium.

THE POWER OF YOUTH!



In a country where 54% of the population is below the age of 25, it is imperative to engage the youth in nation-building and harness the energy and the creativity that is bubbling inside them for constructive work. That's why FLO took a leap forward with Young FLO. The idea was to create a platform for young women to get together, learn and take the message of empowerment to young women across the country.

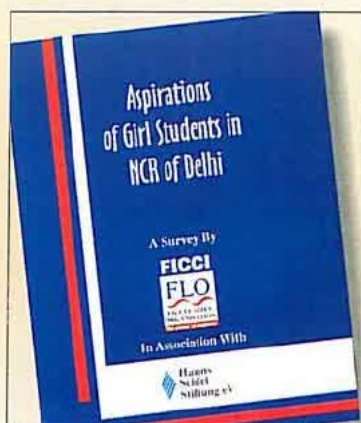


WHAT DO YOUNG WOMEN THINK ?

FLO has been passionately involved in the empowerment of women for 20 years now. We believe that if we have to succeed in our mission, the key factor will have to be knowledge and understanding of ground realities, in the lives of the women we are seeking to empower. And the best way to do so is by serious study, research and analysis.

This endeavour is ambitious, in the context of a vast country like India. We need to build this knowledge step by step, focusing on different segments.

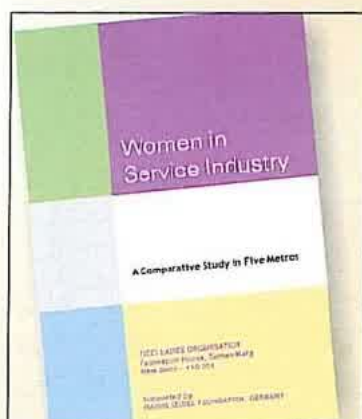
ASPIRATIONS OF GIRL STUDENTS OF DELHI



In a young country like India, it is imperative that the focus is on youth. And FLO did focus on youth. It crossed yet another milestone in its endeavour to acquire knowledge about the hopes and aspirations of young women by conducting research on the aspirations of girl students in NCR, Delhi, in association with Hanns Seidel Foundation, Germany.

Conducted in July 2004, in the colleges of NCR Delhi, the survey was focused at providing insights into the confidence level of girls in achieving their goals and the difficulties faced by them in the process.

WOMEN IN SERVICE INDUSTRY IN FIVE METROS



Looking at the rapid change and growth of the Indian economy in the past few years, FLO with the support of Hanns Seidel Foundation, Germany decided to conduct a study on conditions for women working in the fastest growing sector-the service industry in India. Recent figures show that of the three-agriculture, manufacturing and services, the last has shown the fastest growth rate of 6.8% in 2001-02 and 7.1% in 2002-03. In the coming years, it is estimated to grow even faster.

Having fine-tuned our attention to women in the service sector, we selected cities from the five zonal areas of North, South, East, West and Central India which are truly representative. The cities chosen were Delhi, Mumbai, Kolkata, Chennai and Hyderabad.

H S F A N D F L O , G O I N G P L A C E S T O G E T H E R

The dynamic nature of today's business and society makes constant innovation and fresh thinking critical. Recognizing this, HSF and FLO got together and initiated new Training Programmes and Workshops that are relevant in this day and age. These ranged from a 20-days Business Management Programme, a 10-day programme on Basic Counselling Skills for Working Women, Workshop on Effective Communication, How to choose a Business, Workshop on Event Management-A Career Option and Packaging Entrepreneurship Workshop.

V A L L E Y O F H O P E



It was called the Happy Valley before gunshots rang out. FLO reached out in an attempt to bring aid to what was once paradise on earth. An 18-member delegation, led by Ms. Namita Gautam, visited Srinager and Leh from May 17-24, 2004. There was an interaction with a local NGO, "Secure Future", a workshop on Effective Communication with Kashmir Chamber of Commerce and a meeting with Chief Minister M. M. Sayeed. The delegation also went to Leh and visited the Army Base and interacted with leading political and social figures as also entrepreneurs.

A F O R U M T O F L O T O G E T H E R



Yet another milestone in our onward FLO, was the launch of Empower Times, our bimonthly newsletter that has emerged as a strong vehicle to bring together all our members across the country. The newsletter has opened a new, interactive window of opportunity for all FLO members. It's not only about reaching out to members, but also to enable interactive two-way communication.

RENEWING COMMITMENT WITH CELEBRATIONS



FLO celebrated 20 years of empowering women in the last 20 years.

We celebrated various national and international days, and special occasions, by holding programmes relevant to them. These include Earth Day, Doctors' Day, Independence Day, Teacher's Day, U.N. Day, International Women's Day, Humour Day and festivals like Basant.

FOCUS ON ART & BUSINESS



This year, we took an initiative to take close look at one of the biggest emerging trends – Art and Business. FLO held a seminar on Art & Business to build awareness. We also organised a trip to the famous Edinburgh Festival in Scotland to understand how Art is becoming big business globally. This exposure led to action on ground, with FLO organizing an exhibition of Applied Arts to promote young artists. Visits to Sanghi Nagar and Hampi were organised. Sanghi Industries and Jindal Vijayanagar Steel are doing tremendous work to promote Indian Heritage sites. FLO also teamed up with Art Voila and organised an Art Camp for young painters, followed by an exhibition of their work to help tsunami victims.

OFFICE BEARERS (2004 - 2005)



Namita Gautam
President



Usha Agarwala
Senior Vice President



Vidhi Singhania
Vice President



Neelam Mohata
Treasurer



Chandra Garodia
Immediate Past President



Shipra Chatterjee
Executive Director



PAST PRESIDENTS

Indu Jain	1983-84
Abha Dalmia	1984-85
Usha Patodia	1985-86
Manju Bharat Ram	1986-87
Shobhana Bhartia	1987-88
Sudha Jhunjhunwala	1988-89
Nirmala Jain	1989-90
Indu Rani Punj	1990-91
Shubhra Gupta	1991-92
V L Indira Dutt	1992-93
Madhu Kanoria	1993-94
Beena Khaitan	1994-95
Dr Manju V Mehta	1995-96
Usha Krishna	1996-97
Sarparveen Kaur	1997-98
Anjana Somany	1998-00
Renuka Shah	2000-01
Dr Kusum Ansal	2001-02
Surekha Kothari	2002-03

NATIONAL GOVERNING BODY MEMBERS 2004 - 05

Members (East)	Ms Ruchi Dalmia	Kolkata
	Ms Shashi Prabha Jalan	Kolkata
Members (West)	Ms Manju Bhargava	Mumbai
	Ms Pradnya Chauhan	Mumbai
	Ms Kiran Gera	Mumbai
Members (North)	Ms Ranjana Agarwal	New Delhi
	Ms Sheetal Ansal	New Delhi
	Ms Bala Batra	New Delhi
	Ms Anuradha Goel	New Delhi
	Ms Archana Gupta	Noida
	Ms Mukta Nandani Jain	New Delhi
	Ms Nandita Jain	New Delhi
	Ms Shallu Jindal-Chairperson-Young FLO	New Delhi
	Ms Amita Kaushish	New Delhi
	Ms Neena Malhotra	New Delhi
	Ms Neera Misra	New Delhi
	Ms Manju Monga	New Delhi
	Ms Madhu Nath	New Delhi
	Ms Shirin Paul	New Delhi
	Ms Nargis Rajkumar	New Delhi
	Ms Manya Patil Seth	New Delhi
	Ms Seita Vaidialingam	New Delhi
Members (South)	Ms Kavitha D Chitturi	Chennai
	Ms Shobana PV Reddy	Chennai
	Ms Zubeida Asgara Dhala	Chennai
	Ms T. Late Reddy	Hyderabad
	Ms Sunitha Venkatkumar	Coimbatore

GOVERNING BODY MEETINGS HELD

April 27, 2004	New Delhi
July 24, 2004	New Delhi
October 28, 2004	New Delhi
January 16, 2005	Hyderabad

NEW DELHI.

FLO LIKE NEVER BEFORE.

NEW DELHI

20TH ANNUAL SESSION - 26 & 27 APRIL '04

On 26 & 27th April, '04, the 20th Annual Session of FLO was held in New Delhi. On this occasion, a Panel Discussion was organised on 'Women Achievers'. The eminent panelists included Ms. Ritu Kumar, Ms. Vandana Luthra, Dr. Shyama Chona & Ms. Gitanjali Aiyer.



On the 27th of April, the Chief Guest Mr. V.K. Chopra, Chairperson, SIDBI released the 20th Annual Report and presented FLO Annual Award for Outstanding Women Professional to Dr. Seepana Padmaja Rao for 2002-03. Ms. Namita Gautam took over as President of FLO, Ms. Usha Agarwala as Senior Vice President and Ms. Vidhi Singhania as Vice President for the year 2004-05.

Unfortunately, the president Ms. Chandra Garodia could not attend the Annual Session due to a death in her family.

Honouring the Honourables – A salute to FLO Past Presidents



To celebrate 20 years of Empowerment, FLO organised a felicitation programme for its 20 past Presidents on April 28, 2004. The ceremony had Padmashri Javed Akhtar as the Chief Guest and Ms. Durga Jasraj as the Guest of Honour. On this occasion, Mr. Akhtar congratulated women for their contribution to society and said that the time has come when women will surpass men in almost all spheres. He also stated that though women have come a long way, many barriers still continue to exist. He advised FLO to take more initiatives in their endeavour to empower women.

Visit to Paharpur Business Centre (PBC)



To celebrate World Earth Day, members of FLO Delhi visited the Paharpur Business Centre (PBC) in Nehru Place on May 14th. PBC is the first private company to be awarded Software Technology Incubator Park status by the Government of India, and is known for its innovative solutions in improving Indoor Air Quality. Addressing the FLO delegation, Mr. Kamal Meattle, Chief Executive Officer, PBC, gave some tips on how to increase the quality of indoor air with the help of plants.

"Trees like Teak and Peepul are best for environment as they give more oxygen than normal trees," he said. "Arica Palm is a good plant to be kept in the living room, as it gives more oxygen than normal plants during daytime. 'Mother-in-law's Tongue' is a plant good for bedrooms. It gives more oxygen at night," he added.

Delegation to Srinagar and Leh



In our attempt to bring aid to the troubled paradise of Kashmir, an 18 member delegation led by Ms. Namita Gautam, President, FLO, visited Srinagar and Leh from May 17-24. In spite of the troubles, the spirit of the Kashmiri people, and the unparalleled beauty of the land shone through. FLO delegates interacted with a local NGO, 'Secure Future' and also held a workshop on Effective Communication along with the Kashmir Chamber of Commerce. They met the Chief Minister Mr. Mufti Mohammad Sayeed to identify suitable areas in J&K for cooperation. They were invited to a reception hosted by Ms. Shahala Sheik, a noted entrepreneur of J&K.

In Leh, the delegates visited the army base, and also met Ms. Angmo, an eminent entrepreneur and political figure. In the midst of this hectic schedule, the members found time to view and appreciate the beauties of Srinagar, Gulmarg, Pahalgam, and the myriad lakes and mountains of Leh.

Memorandum of Understanding with Pakistan



In line with the National Initiative to improve relations with our neighbours, FLO signed a memorandum of understanding with the Women's Chamber of Commerce and Industry (WCCI) from Pakistan on June 11, 2004. The objectives were to cooperate towards the promotion of business, imparting training and to specially work towards women's empowerment in both countries. On this occasion, an all-women delegation of 15 members led by Begum Salma Ahmed, National President and CEO of WCCI, visited

India. Also, FICCI and FLO held a combined meeting for the visiting delegates on June 9, 2004, which was chaired by Mr. Onkar Kanwar, Senior Vice President, FICCI and co-chaired by Ms. Namita Gautam, President, FLO. Dr. Kusum Ansal, Past President, FLO, hosted a lunch at her residence in honour of the delegation.

Strong at 20. Stronger at 20x3



In Celebration of Doctor's Day, a panel discussion was held in New Delhi on July 6, 2004. The topic was bones - their importance, ailments related with them, and the right diet for strong bones. The discussion was timely as according to WHO figures, one out of eight males and one out of three females in India suffers from bone related diseases.

The three distinguished panelists were Dr. Ambarish Mithal, an eminent Endocrinologist, Dr. S.K.S. Marya, Orthopaedist and Ms. Ishi Khosla, Nutritionist. Ms. Sanchita Sharma, Health Editor, Hindustan Times was the co-ordinator for the programme.

Femme Force Self Defence Workshop

In a society where crimes against women are wide spread, the role of self defence cannot be underestimated. The right to Freedom of Movement can only be implemented if women can defend themselves. FLO, in association with Electrolux Kelvinator, conducted the Femme Force Self-Defence Programme for Women in Delhi on July 10, 18, 24 and 31, 2004. The objective of the workshop was to make women learn the art of Basic Self Defence. The workshop conducted by Sensei Naval Dutta BlackBelt 3rd Dan from Japan, was attended by 40 women between 15 to 50 years of age.



Art and Business



FLO organised a Seminar on Art and Business in New Delhi on July 19. Smt. Sonal Mansingh, Chairperson, Sangeet Natak Academy was the Chief Guest. The speakers were Ms Abha Dalmia (Chairperson- Samagam), Ms Alka Pande (Art Curator, India Habitat Centre), Mr Amar Raj Singh (Managing Director, UDV), Ms Angela Chaplin (Artistic Director, Deck Chair Theatre Company, Freemantle, Perth), Barry John (Creative Director IMAGO), Mr Benny Thomas (Creative Head TBWA Anthem), Mr O.P.Jain (Conservationist of Art), Ms Pooja Sood (Curator and Art Management Consultant), Mr Sanjoy Roy (Managing Director, Teamwork Production) and Ms Sangita Jindal (Founder Chairman, Jindal South West Foundation). This seminar was organised in collaboration with Teamwork Production.

FLO Delegation to Turkey, Israel & UK — August 8-21, 2004

The visit of the FLO Delegation to Turkey, Israel & UK was significant in many ways. It helped FLO to forge professional relationship between similar organizations in the countries visited, paving the way for greater fellowship and understanding. The fourteen-member trade delegation was led by Ms. Namita Gautam, President, FLO.

The highlights of the trip were :

TURKEY



The delegation met the representatives of "KAGIDER", a Turkish women's organization with the main objective of promoting and helping women entrepreneurs. Ms. Meltem Kurtisan, President of KAGIDER, chaired the meeting. Ms. Namita Gautam, leader of the delegation, explained the objectives of FLO and its activities in her address.

ISRAEL

The FLO delegation met the Business Women Forum of Israeli Chamber of Commerce. The



meeting was chaired by Ms. Nilli Karib, Chairperson, Business Women Forum and was attended by 20 members of the Forum. Ms. Karib and Ms. Gautam gave a brief outline of the activities of their organizations and their efforts in improving the status of Women.

The delegation visited one of the important Kibbutz of Israel. The Kibbutz is an uniquely Israeli form of Communal living. The Tzora Kibbutz is situated in the heart of Tzora valley. In the beginning, Tzora's main income came from agriculture. But today, only 30% of their income comes from agriculture. Their population is 800 including children, young adults, students, and parents of members.

In addition, FLO met Mr. Raminder S. Jassal, Ambassador of India in Israel, in Tel Aviv. He apprised the delegation of the opportunities available for Bilateral trade with Israel.

UNITED KINGDOM



A Seminar on Arts was organized for the delegation in Edinburgh in the office of the Indian consulate. The focus was on the importance of the Edinburgh Arts Festival, which is now annually held in 263 venues with 25,000 performances taking place and millions of tickets sold. There were hosts of speakers from different fields. The seminar was followed by tea hosted by Mr. P.L. Randhawa, the Consulate General of India, Edinburgh.

The delegation also attended an exhibition and reception hosted by Mr. Nelson Fernandez, Director, Performing Arts & Professional Development, at the Fruit-Market Gallery, Edinburgh.



Nehru Centre, London and Katha (UK) organized a function jointly to launch 'The Widow of Vrindavan', a novel by Dr. (Ms) Kusum Ansal - a noted novelist and short story writer of Hindi from New Delhi. Mrs. Kusum Ansal, the past president of FLO for the year 2001-02 was a member of FLO Delegation. Mr. Pavan K. Verma, the Director of Nehru Centre, London, the Chief Guest for the evening while launching the novel, congratulated Kusum Ansal for writing a novel on such a bold subject.

Ms. Nancy Spince, Director, STPD and Head - Gender Sensitization Program, chaired the meeting of FLO Delegation with the Commonwealth Secretariat. Ms. Namita Gautam said that the work being done by the Secretariat was an eye-opener for members with a lot of scope for partnership and involvement of FLO.

Mr. Kamlesh Sharma, the recently appointed High Commissioner of India in UK, hosted a reception in honour of the FLO delegation.

Celebrating Independence Day in Edinburgh



It was 15th August 2004. We were in Scotland, having breakfast in the Hotel dining room. Namita Gautam, our FLO President, dressed in orange, white and green entered with the same colour bangles dangling on both her wrists and wished us a 'Happy Independence day'. She gave each of us a tricolour dupatta, bangles as well as a small Indian flag. We loved it, as it filled us with feelings of admiration and pride. We all lined up in the Hotel Lobby like school children draped in orange, white and green dupattas, with our flag fluttering in the fresh morning wind, singing our National Anthem. All the other guests were surprised and stood still with bewilderment at our great patriotic spirit. The whole atmosphere was filled with the echo of 'Jan Gan Man Adhinayak Jai He'.

Again, in the evening when we were part of celebrations of a typical Scottish evening, we told the organizers of the show, 'It happens to be our Independence Day. We will sing our national anthem but when we do so please tell your guests to stand up as a mark of respect.' And they all did, holding our tricolour flag in their hands, which we had distributed to them. As Sir John Robert wrote in his 'Growth of British Policy', 'History is past politics, and politics is present history' and 'we (the English) seem, as it were, to have conquered and peopled half the world in a fit of absence of mind'.

Amongst all those 'Whites', the 'Britishers' who ruled us for many years, we, standing on their soil, sang our National Anthem at the full pitch of our voice vibrating with passion and zeal. Our National anthem rose in the hollow of the dome of their ceiling like a supreme tower of victory, joy, contentment and fulfillment. Indeed an unforgettable moment.

DR. KUSUM ANSAL (Past President, FLO)

Executive Committee Meeting of SCWEC

FLO hosted the Executive Committee meeting of SAARC Chamber Women Entrepreneurs Council (SCWEC) on August 22, 2004 at New Delhi. Attended by Chairperson Ms Nasreen Mintoo and Vice- Chairpersons from all seven countries, Mr Abdul Awal Mintoo, the Chairman of SAARC Business Council was the Chief Guest. Apart from Ms Namita Gautam, President, FLO (Vice Chairperson SCWEC) from India, other members who attended the meeting were Ms Kavitha Chitturi, Ms Vidhi Singhania and Ms Kiran Gera.

The deliberation included the issues of making a new logo for SCWEC, fee structure, bank account and viability of SAARC Village project in all member countries.

When Women Achieve, The World Achieves



To celebrate Teachers' Day, FLO, in collaboration with The Hunger Project organised a Seminar- 'When Women Achieve, The World Achieves' on September 11 in Delhi. The objective of the seminar was to follow the path to success of each of the six women who were invited to share their experiences with the audience. The panel of speakers included three successful Panchayat Women (Sarpanches Ms Pushpa, Ms. Meenakshiben Chauhan, & Ms Bhagwan Devi) & three successful Career Women from Metros. (Hon. Justice Ms. Manju Goel, Ms Vimla Mehra, IPS, JCP, & Ms Ramani Nirula, SGM, ICICI Bank). Ms Rita Sarin, Country Director, The Hunger Project, was the coordinator and Ms Sudha Pillai, Additional Secretary, Ministry of Panchayati Raj, was the Chief Guest.

20 plus — a celebration with applied art

In today's growing economy, art & design are playing a crucial role. In its constant endeavor to promote the same and facilitate the networking between design and business, FLO in collaboration with Vis-a-vis and supported by PROFORM organised a Product Design Show at Arpana Art Gallery in New Delhi from September 18 to 23, 2004. The show was a great success.

The show represented different streams of design from across the country. It attempted to use the rich Indian tradition and craft and mould them into contemporary global design language. The result was global chic rooted in an Indian ethos. By the plethora of affordable creations on display, it also effectively proved that good design is not a preserve of the elite but can indeed be part of your daily life.

Products on display blended utility with aesthetics and used various media like wood, ceramics, glass, paper, metal, leather, fibreglass, etc. They ranged from functional to funky.

Among the celebrities who visited the exhibition were Ms Maneka Gandhi, Ms Jaya Jaitley, and Mr Ajay Jadeja, who appreciated the efforts made by FLO.



Dignity of Women in Everyday Life



In commemoration of United Nations day, FLO organized a panel discussion on the Dignity of Women in Everyday life - Trials and Tribulations, on October 27, at the serene ethnic open auditorium of Anandgram. The focus was on women worldwide.

The discussion was chaired by Ms. Norma Heine, wife of the Chilean Ambassador. The panel consisted of H.E. Laura Q. Del Rosario, Ambassador, the Philippines, H.E. Eva L. Nzaro, High Commissioner, Tanzania, Ms. Aisha Khan, wife of the Pakistani High Commissioner, Ms. Alexandra Sanchez Gavito, wife of the Mexican Ambassador, Ms. Ritu Menon, Publisher, Kali for Women, and Padmashree O.P. Jain, President, Sanskriti Pratishthan.

The panelists emphasized the role of educating both genders from an early age to impress upon them the equality of sexes. They also underlined the role, women could play to combat gender discrimination.

Commercialisation or Revival of Festivals & Festivities

Responding to the festival season, FLO held a panel discussion "Commercialisation or Revival of Festivals & Festivities" — A Reality Check, on November 19, in New Delhi. The panelists were Ms. Jaya Jaitley, President, Dastkari Haat Samiti, Ms. Divvy Gurwara, CEO, Bridal Asia, Mr. Pawan Gadia, Vice President, Ferns and Petals, Dr. Parth J. Shah, Director, Centre for Civil Society, and Ms. Sabina Sehgal Saikia, Editor, Sunday Times, Times of India. Ms. Penaz Masani, the noted singer graced the occasion.

The discussion was lively with substantial audience participation. The general consensus was that commercial transactions have been part of festivals since time immemorial, and indeed enhance them. However, care should be taken that the essential spirit of the festival is not lost. Also, the celebration of the festivals should be at the individual's discretion.



Hosting Friends from Pakistan



An all Women Delegation from Pakistan led by Begum Salma Ahmed visited India in the last week of November. Dr (Ms) Kusum Ansal, Past President, FLO, hosted a luncheon meeting in honour of Begum Salma and other delegates on 29th November 2004 at her residence.

It was a good interactive meeting wherein around 15 Pakistani and another set of 15 Indian business women interacted on issues related to business and society.

Plant Visit — Sleepwell

FLO organized a visit to manufacturing unit of Sheela Foam Pvt. Ltd., at Greater Noida, (Manufacturers of Sleepwell Mattresses and Comfort Products) on December 7th, 2004. Sheela Foam Pvt Ltd. was established in 1971 by Ms. Sheela Gautam, a first generation entrepreneur with Quality and Integrity as its core values. Till 1989 its was growing at a slow pace due to Government policies. It started looking up in 1990 with liberalization and is at present the market leader in its category. Today, it has around 3000 dealers and 50 distributors all over India.

Around Fifty Five FLO members joined this excursion led by the FLO President Ms. Namita Gautam. Members were welcomed by Mr Rahul Gautam, Managing Director, and Mr. Praduman Patel, Joint Managing Director, and an introductory presentation was made. This was followed by a tour of the shopfloor, where members could see the process of foam manufacture, and its processing for different end uses. The members were also shown the Quality Control Laboratories. The visit to Plant was followed by an open air lunch hosted by Sheela Foam at Jaypee Golf Club, Greater Noida.



Trip to City of Nawabs

The Annual Inter State Meeting was held at Hyderabad from 13-16th of Jan '05. The meet was followed by a trip to Hampi from 17-19th Jan '05. The days were packed with loads of activities. The business trips included a visit to ISB, Asian Institute of Gastroenterology, Godrej Business Center- the first 'green' building in the country and Sanghi Polyester Limited, Sanghi Nagar. The delegates met the CM of A.P., Dr. Y. S. Reddy and the visionary Mr. Chandrababu Naidu. There were some amazing monuments namely Golkonda Fort,

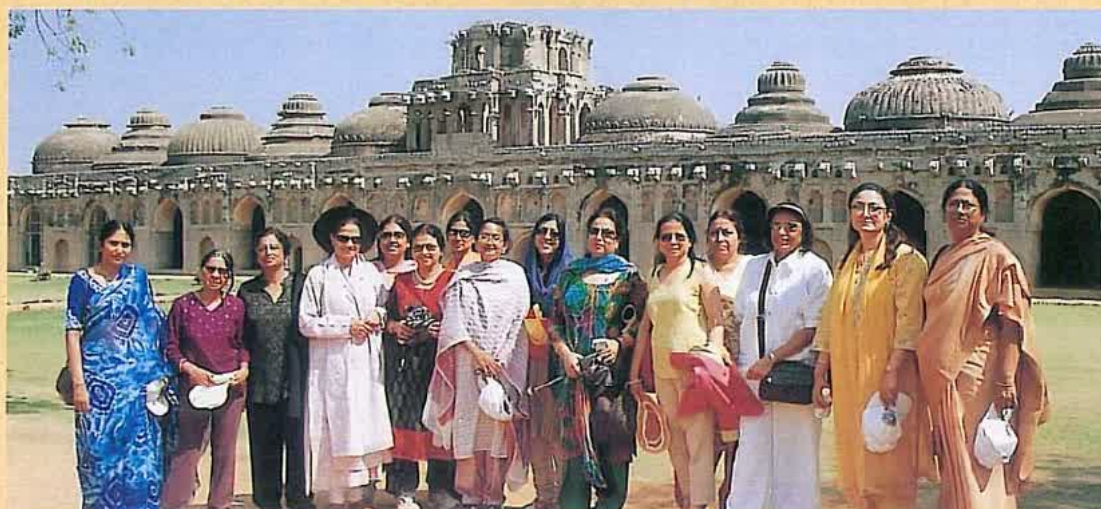


Falaknuma Palace, Charminar, Salar-e-Jung Museum, Taramati Baradari and Ramoji Film City-the biggest in Asia. There was also some time to visit the weaver town of Pochampalli and to shop for pearls and sarees. In the midst of all this the delegates had some superb home lunches and dinners hosted by the FLO members of Hyderabad, each of them extremely warm and caring.

In terms of the trip, it could not have been better planned and in terms of learning, it was enriching and wholesome.

Delegation to Hampi

The Inter State Meet was followed by a memorable visit to Hampi - in Karnatka. Members visited World Heritage Sites, Jindal Steel Plant, Tung Bhadra Dam & Krishkindha Trust.



Fellowship Meet at Rangoli



With an objective to provide opportunity to members to interact and to know each other better in an informal and relaxed environment, a Fellowship Meet was organised by FLO, Delhi on 11th February at Rangoli, the residence of Ms. Namita Gautam, President. Apart from 100 members, Ms. Laura Q Del Rosario, Ambassador of Philippines, Ms. Meera Mitra, Ms. Elizabeth Arzdorf and Ms. Sangeeta Mittal from Hanns Seidel Foundation, were also present. As it was Basanti time, the members, mostly in Basanti clothes, were welcomed with a Chandan tilka, Basanti bangles and with Yellow flowers. Members of FLO and YFLO participated by showing their talents in singing and dance. This was followed by High Tea. A great afternoon of Fellowship!!

Meeting Ms. Sonia Gandhi for Tsunami aid

On February 3, 2005, Ms Namita Gautam, President, alongwith eight members of FLO called on Smt Sonia Gandhi at her residence and handed over a cheque of Rs 2.75 lakhs for Tsunami victims towards "Rajiv Gandhi Relief & Welfare Trust" on behalf of FLO.

Ms. Gautam took this opportunity to introduce FICCI Ladies Organisation to Smt Sonia Gandhi. She explained the objectives and activities of FLO, its 20 years of achievements and also its newly opened wing - Young FLO. Smt Gandhi appreciated the work done and initiatives taken by FLO towards the objective of Women Empowerment. She also valued the report of the survey conducted by FLO on Aspiration of Young Women in NCR of Delhi.

FLO also collaborated with Art Voila to hold an Artist Camp and Exhibition to help the Tsunami Victims.



Indian Women thru the Eyes of Indian Media

To celebrate International Women's Day, FLO in collaboration with United Nations Population Fund, organized a programme on 4th March, 2005. On this occasion, many eminent personalities from the media – Ms. Usha Rai, Ms. Anuradha Prasad, Ms. Shereen Bhan, Mr. Manoj Raghuvanshi, Mr. Pankaj Pachauri and Ms. Rashmi Virmani were invited to share their views on various issues related to trials, tribulations and Triumphs of Women in various fields & role



of media therein. Ms. Shivani Wazir Pasrich was the moderator for the programme. Before the discussions, Ms. Usha Rai made an Audio Visual Presentation on a 'World Without Women'.

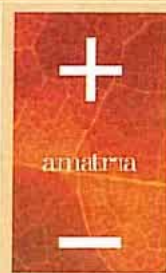
The conclusion drawn was that the media is not responsible for creating a positive or a negative image about the women. It is the viewers who create the image of women in different roles and want media to represent it in the same way.

Celebrating Women's Day at Amatra – The Spa

On the invitation of Amatra, FLO arranged a visit to the SPA, for a select number of members led by the President Ms. Namita Gautam.



Laid out over an expanse of over 45,000 square feet, Amatra-the Spa is located in the heart of the metropolis at Hotel Ashok, one of the oldest and most prestigious hotels in India's capital city, New Delhi.



Mr. Vikram Singh Jaswal, General Manager alongwith Ms. Vinita took the members around. The visit was followed by a special healthy lunch hosted by Amatra.

Interactive Meeting with Baroness Shreela Flather



On 29th March '05, at the invitation of FICCI, FLO organized an interactive session with Baroness Shreela Flather, Member, The House of Lords, U.K. The objective was to create a platform for Empowerment and Socio-economic Development of Women in India. Baroness Flather was in India to explore the possibility of partnership with likeminded institutions like FLO.

A few select members led by Ms. Namita Gautam, President, FLO were invited to attend the meeting. FLO hopes to take the meeting further to culminate into some projects.

More Humor iess Tumor

In between Holi and April Fool's Day, FLO organized an Interactive Session with very distinguished Humor Practitioners of India - Ms. Bachi Karkaria, Journalist, Mr. Sudhir Tailang, Political Cartoonist, and Shri Ashok Chakradhar, Eminent Poet. But the surprise was Ms. Renu Mattoo, a Motivational Trainer. She not only chaired the seminar excellently, but also made people laugh continuously.

A very successful programme in which approximately 200 members and invitees participated reaffirming the need of humor in our lives.



Y O U N G F L O ! W A Y T O G O !

In its on going endeavour to reach out to a larger section of women, FLO launched its youth wing, Young FLO, for career women in the age group of 20 to 39 years. Young FLO is a forum that symbolizes the ambition and aspirations of young women. It is aimed at providing a platform to them to learn, to share, to network and to be recognized.

Chairperson's message



It was indeed an honor for me to be nominated as the Chairperson of Young FLO in the first year of its inception. I wish to thank all the members for giving me the opportunity to serve in this position and especially President FLO Ms. Namita Gautam for her encouragement and her confidence in me.

I am inspired by this beautiful quote, from the book of Swamy Parthasarthy ji called VEDANTA TREASURY:

"GIVE YOUR PERSONALITY A LIFT, YOU LIFT THE WHOLE WORLD"

I started with the same spirit when I took the reins of the Chairpersonship of YFLO and my experience has been really memorable. I truly feel that the last one-year here has been fulfilling, and has given me the opportunity to gain valuable experience. I am sure all the members will agree with me, that we all have learned a great deal from holding discussions on

various meaningful topics, which are a part of our daily lives.

Today 54% of Indians are below 25 years of age, and this group is also the most vibrant and dynamic segment of the country's population. It has always been my endeavour to bring to you the issues, which we, the younger generation of today are facing, which you and me come across every day. Right from my inaugural session on Today's Vision - Tomorrow's Mission to Parenting to Nation Building through Sports to Smart Investments and Complex Relation - Simple Solutions, has been the reflection of the same.

While the "Today's Vision - Tomorrow's Mission", was a discussion on the overall empowerment of women, covering issues like the Role of Education, Entertainment, Employment in Empowering the Youth and Women of India, the Workshop "Smart Investment & Smarter Returns" was on investments related to Bullion, Share & Mutual Funds, Art and Real Estate. "Nation Building through Sports" focused on how sports can be developed as a serious career option, while there are challenges in Indian Sports: lack of infrastructure, training facilities, sponsorship and funding. Children are the future citizens of this country and therefore it is important for all of us to ensure that we bring up our children as responsible citizens. With this objective in mind I had organized the discussion on Parenting - 'How Much is Too Much - A Dilemma for Parents'.

During the "Fellowship Retreat" at my house, it was great interacting personally with all the members and we all felt that we have a common platform to share and so much to contribute towards YFLO.

It is my dream to see, YFLO spreading wings and opening more chapters in various states of the country. I strongly feel, by doing this, YFLO will provide a platform to youth and women of India and help in developing India as one of the strongest economies. I hope YFLO will keep interacting with successful people and facilitating talks about the most important aspects of various issues related to work and family balance from healthcare to career opportunities and others related to the growth prospects professionally, personally and spiritually.

I sincerely wish Ms. Sheetal Ansal a great year ahead and a very bright future for YFLO

With lots of luck

SHALLU JINDAL

COMMITTEE MEMBERS
YFLO DELHI CHAPTER

Ms Shallu Jindal	Chairperson
Ms Sheetal Ansal	Vice-Chairperson
Ms Deepshikha Khaitan	Member
Ms Minal Somany	Member
Ms Shalini Gupta	Member

NEW DELHI (YFLO)

Launch of Young FLO



Young FLO (YFLO) was launched on April 28th by Ms. Durga Jasraj, with Ms. Shallu Jindal as Chapter Chairperson, Delhi. YFLO is open for membership to women aged 20-39 years. It creates a forum for young professionals. At the launch, Ms. Indu Jain, Founder President, FLO said that 'Women are prone to reading between the lines, they are sensitive to the smallest details, and by looking after minutes, they allow the hours to take care of themselves.'

Today's Vision, Tomorrow's Mission



Young FLO announced its arrival with élan, with a well attended and widely publicized program which was held in New Delhi on the 23rd of July, 2004. More than 250 people attended the program, underlining the advent of a new initiative by FLO to involve younger people in a more constructive role, and to devolve power on them. The program was covered extensively by national newspapers.

The young and eminent panelists who shared their viewpoints on Empowerment, Education, Employment & Entertainment of women were Mr. Vikram Chandra (Journalist, NDTV), Ms. Smriti Irani (Actress), Mr. Sachin Pilot(MP) and Mr. Ajay Jadeja (Cricketer/Actor).

Ms. Shivani Pasrich Wazir (Media Personality) co-ordinated the programme in her inimitable style.

National Building Through Sports



Under the auspices of Young FLO, a felicitation of Major Rajyavardhan Rathore (Silver Medal Winner in Shooting at Athens Olympic 2004) and a Panel Discussion on "Nation Building Through Sports" were held in New Delhi on September 14, 2004. Major Rajyavardhan, during his address, said that we are in life for fun and for happiness and the best way to make people happy is to play. He also added that nothing in the world can be done alone- support is needed at every step. Mr. Naveen Jindal, M.P., Mr. Suresh Kalmadi, President, Indian Olympic Association were the Guest of Honor and Mr. Khajan Singh, the eminent swimmer were amongst the panelists.

Smart Investment, Smarter Returns

Young FLO organized a panel discussion "Smart Investments, Smarter Returns" on November 24, 2004 at Federation House, Tansen Marg, New Delhi.

Prominent speakers included Mr. Anshuman Magazine, Managing Director - South Asia, C.B. Richard Ellis, Mr. Kavee Kumar, Head - Investment Planning & Compliance, India Bulls, Ms. Preeti Kaur, General Manager, Corporate Communication, M.M.T.C. Ltd., accompanied by Ms. Anjana Singh. The panelists enlightened the participants on Investment in Real Estate, Stock Market, Bullion and Art.

Mr. Vikas Seth, Director of My Money Securities Ltd was the moderator for this program.



How much is too much? - A Dilemma for Parents

YFLO, Delhi organized an interactive session: "HOW MUCH IS TOO MUCH? - A DILEMMA FOR PARENTS" on January 11, 2005

Ms Arvinder J Singh, Senior Counsellor, Sanjivini, accompanied by Ms Meera Trehan, made an impressive presentation. They discussed the problems parents face with children and their personal and professional lives.

This well attended presentation was followed by Question & Answers session.

Tips on Parenting by Sanjivini:

I Love abundantly - Touch. I Discipline Constructively - Give Clear instructions & enforce limits, Emphasize on Do this and not on Don't do this. I Spend time with your children - Play, talk, teach. I Give the needs of your mate priority. I Develop Mutual Respect. I Listen - Really listen. I Offer Guidance - Be brief, No speeches. I Foster Independence - Set Limits. I Be realistic. Expect them to make mistakes. I Be a parent - Children don't want you as a friend.



YFLO Fellowship Meet

New Delhi: March 14, 2005 : Ms Shallu Jindal, Chairperson, YFLO organized a very well attended fellowship meet at her beautiful residence for the members of YFLO.

The Fellowship Meet started with self-introduction by the members present who told about themselves and their professions. They also suggested programmes and activities for YFLO in next year, besides the areas where they can contribute towards the objectives of YFLO. Thereafter the members networked amongst themselves in small groups before enjoying Chat & Chai. The members appreciated the work done by Ms Shallu Jindal during her tenure and for her warm hospitality. The members also thanked Mrs Namita Gautam, President, FLO for her initiative in launching YFLO as they thought it was the best way young women could discuss the issues related to their work and other activities besides learning & networking.

Ms Madhu Kanoria, Past President and Chief Mentor YFLO was also present alongwith Ms Nandita Jain Mentor YFLO on this occasion.



**THE MOST IMPORTANT CHAPTER
IN FLO'S HISTORY**

The biggest strength of FLO today is, its ability to reach out to all parts of the country, to the grass roots and its emergence as a meaningful and powerful force of empowerment. Behind the achievements, lies the hard work and dedication of our chapters in different parts of the country. These chapters are doing fantastic work in their regions, reaching out to women in the remotest areas and empowering them.

Chairperson's message



One year is over and how!

At FLO Bombay Chapter, we had planned out many events for three types of groups: firstly our members, secondly underprivileged women, and the third group was the students group.

However, we were able to conduct only some of these programmes because the sheer act of involving majority of members in meaningful activities was quite a daunting task, especially in a city like Bombay. Therefore, the major work we did this year was to clarify goals and objectives for FLO. I feel for the right kind of growth in future, we needed to have these brain storming sessions and discussions.

Increasing our visibility was extremely important for our chapter, pitted as we are against some very well established women's organisations here. We achieved this objective with great aplomb by organising musical evening of Phir Wahi Shaam. Yet our most important focus has been to create conduits for funding for the underprivileged. To fulfil this target, we attended and organised workshops on Micro-credit systems. And to address our third group of focus, i.e. students, we organised EDP workshops for niche groups.

In formation of any group, there comes a time for introspection and for retrospection, may be this year was meant for that. As a group I think we are ready for the quantum jump for next year. I welcome my colleagues on the incoming Executive Board and assure them of full support.

PRADNYA CHAUHAN

COMMITTEE MEMBERS

BOMBAY CHAPTER

Ms Pradnya Chauhan	Chairperson
Ms Manju Bhargava	Vice-Chairperson
Ms Shubha Maudgal	Joint Vice-Chairperson
Ms Chandita Muckerji	Honorary Secretary
Ms. Paula Gupta	Jt Secretary
Ms Latika	Treasurer
Ms Smriti Smi's	Young FLO

Phir Wahi Shaam – A Nostalgic Journey

On 19th June 2004, Saturday evening, the mood at the Jamshed Bhabha Auditorium was set to relive the nostalgia of the soul-stirring music of old Hindi films.

And taking one through this melodious journey were, some of the biggest stars of those times - Shammi Kapoor, Waheeda Rehman and Vyjayantimala - who walked down memory lane with their fans and admirers, sharing some anecdotes and cherished moments.

Organized by the Bombay Chapter of FLO, with the support of the The Indian Express Group and telecom company Orange, Phir Wohi Shaam was a musical evening that brought back moments from the most melodious era of Hindi film music - mid-50's to the mid 60's, embellished with the music directors such as SD Burman, Naushad and OP Nayyar.



Insurance Solutions for the Modern Woman



An interactive workshop on insurance in association with ICICI Lombard and ICICI Prudential was held on 7th August 2004. The programme covered 'Risk Management through General Insurance' and 'Relevance of Life Insurance in Financial Planning'. It was an excellent opportunity for the participants to clear their doubts on selecting the best options, various procedures of insurance, how to deal with insurance company etc. A large numbers of participants attended this workshop.

Tete-a-Tete with Bibi Russell

In honour of Bibi Russell - the famous international fashion designer from Bangladesh, who is associated with the biggest names in couture like Issey Miyake, Yves St Laurent, Giorgio Armani etc., a reception was organized on 29th September 2004.

In this meeting Bibi shared her experiences in the very competitive designer world and how she has been able to bring the two diverse worlds of the simple handicraftsmen and the haute couture to work together. A select crowd from the fashion industry, the media and the FLO members were present for an exchange of ideas and experiences



Workshop on Micro Credit

Mrs. Varsha Parchure a social worker who has done enormous amount of work in this field for last fifteen years, enlightened FLO Bombay Chapter members on micro credit systems in India. She traced the history of micro credit, from its origin in Bangla Desh, and its early beginnings in India, in Tamil Nadu. Varsha explained the entire process of establishing micro credit user groups and their system of working. This was an important interaction for our members, because we believe that micro credit is one of the most important tools in alleviating poverty in a developing country and specially empowering women.

Career Options in Art Direction and Set Designing in Indian Cinema

On 5th March 2005, renowned Bollywood art director Sharmishta Roy, conducted a workshop on Career Options in Art Direction and Set Designing in Indian Cinema for students of architecture and interior design. She covered a wide spectrum of topics ranging from history of Indian cinema, role of set designers, their position in the entire team work of film making, their visualization and conceptualization which were well accepted by the audience. It was unique learning experience for these students, which was rendered to them absolutely free.



Women in Industry: Problems, Perspectives and Policies

Kiran Gera, from FLO Bombay Chapter, was invited to present a paper at the National Seminar on Women in Industry-Policies, Problems and Prospects, which was held at Vigyan Bhavan in New Delhi on 16th and 17th March, '05. Conducted by the National Commission of Women, this seminar focused on several issues, and studied various problems related to policies, finance, marketing etc faced by women entrepreneurs. It was a special opportunity for FLO to represent their work at a prestigious forum and also establish links with women leaders from other organisation including State Commissions for Women.

Chairperson's message



The year that has just passed for FLO has been a stirring experience for me besides filling a learning curve in the understanding of many issues that were brought up within and without.

I had the support of all members of the Chapter for which I am thankful.

To quickly recapitulate on the year's activities, the contents of the meetings and the personalities who addressed us were generally well thought-out and well received by our members and invitees. They covered a wide range of subjects with an accent on our basic focus on Empowerment of Women.

FLO, I can boldly state, has made large strides in the last ten years or so but in this evolving world around us, much more needs to be done. To this end, I exhort the present membership to strive hard and make efforts to enlarge our involvement and create an atmosphere for the thriving of our objectives in their true perspective.

The empowerment of women is a dream close to the heart of many and even in developed countries, is a matter of some concern. It has been well understood that unless gender-equality is established in Society, total development on a universal basis cannot be achieved. The large section of the population that comprises of Women, does have an equal right to participate in the various measures that go into taking a country forward. The "empowerment of women" therefore ceases to be just a slogan but an active movement and to even achieve the first major step forward, as a nation; we should look at the grass root levels. By this, I mean that our objective should encompass women from across the different strata of society without any restriction to urban or rural areas. This will take us to enlarging our activity to places outside the metros. It is, of course, a daunting task. But a beginning could be made by giving thought to bringing into our fold, women who are presently in the executive levels of business and industry but have the potential to rise to higher echelons or can transform themselves into entrepreneurs in their own right.

Rural women, as was brought out in one of our meetings, contribute substantially in generating income for their communities and households. The final aim of empowering women will take on a new meaning and breathe life into the entire movement, if these rural women are taken into account in our sphere of activities.

Women from all strata of society need to understand the concept of "Empowerment". This can happen only with a wider spectrum of membership in our organisation. It will also help to bring to the fore many more aspects for true development of Women as a whole and as the range of speeches through the year, has brought out, novel ways for women to create a niche role for themselves. This will truly take the movement for

KAVITHA D CHITTURI

COMMITTEE MEMBERS
CHENNAI CHAPTER

Ms Kavitha D Chitturi	Chairperson
Ms Zubeida Asgara Dhala	Vice-Chairperson
Ms Shobana PV Reddy	Honorary Secretary
Ms Shri Lakshmi Mohan Rao	Treasurer
Ms Ramani Reddy	Joint Treasurer
Ms Amulya Rao	Young FLO Convenor
Ms Nabila Avais	HSF Program Coordinator

Public Mandate, Post Elections

The first meeting was held on the 16th of June, 2004 at the residence of Mrs. Indira Dutt. The speakers were Mr. Venkalah Naidu of BJP and Mrs. Rashida Bhagath from Chennai. The topic centered on the reasons for the public mandate post elections.

While Mr. Venkalah Naidu was vociferous and methodically elucidated his views with statistics that there was neither an anti-Vajpayee sentiment nor a pro Sonia wave, Mrs. Bhagath praised Mr. Vajpayee and referred to him as the most moderate and capable Prime Minister that India has had in the recent past. She felt that he was unable to contain certain factions of his party from making blunders. This led to discrepancies in the ideology of the BJP. Hence, the drubbing at the Hustings.

Cavin Care, The Success Story

In the second meeting held at the Park Hotel in Nungambakkam, the speaker was Mr. C. K. Ranganathan - an entrepreneur who built up a 400 crore turnover group with an initial capital of merely Rs. 15,000. Cavin Kare is one of the biggest success stories of recent times. It has achieved this huge milestone within a span of just two decades.

Mr. Ranganathan's ideas for business include excellent product, better returns for retailers, extremely competitive pricing, employees as the core assets of the organization and no cheating the Government on taxes.

These ideas will ensure that the customer gets the best return on investment.

Retail in a Heritage Ambience

The third meeting was held at the Amethyst in Sundar Mahal, Jeypore Nagar, Gopalapuram. Ms. Kiran Rao, the brain behind conceptualizing 'Amethyst' is young, dynamic and possesses a rich international exposure and world view. She is committed to the cultural preservation of Chennai. Amethyst under her able guidance and nurturing has emerged as the favourite haunt of the discerning shopper.

She decided to retain her ancestral home in its original form and only changed its use to accommodate a coffee house, gallery, boutique and performance space. She said we must use our heritage like London where great architecture and spaces have been beautifully preserved to draw tourists.

Community Participation in Civic Matters



The Fourth meeting was held on the 8th of September at Mrs. Nimmu Kumar's residence in Pycrofts Garden Road. Ms. Sabina Narayan, Civic activist, is the total motivational force behind the beautification of Harrington Road. Fully dedicated to her endeavour, she is instrumental in the greening creation of pedestrian walking areas like parks and pavements, creating natural compost generating spaces with involvement of Rotary Club of Chennai. The resident welfare organisation helps celebrate festivals at the old age home. 'Chennai First' her dream project is working towards shedding the indifferent and apathetic attitude of the citizens of Chennai towards their city. Truly commendable!

IKEA, Screening of an Awareness Film

Fifth meeting was held on 15th October, 2004 at No. 2, Dr. P.V. Cherian Crescent, Egmore, Chennai. Mr. Perola Gustaffson who has worked with IKEA the Swedish home furnishing company for 20 years and leads the purchasing department of IKEA in South India, showed a film about IKEA the history, the founder, the products etc.

Revolution in Telecom

The sixth meeting was held on 6th October, 2004 at No.2, Dr. P. V. Cherian Crescent. The Topic: 'Revolution in Telecom'. Dr. Ashok Jhunjunwala is a Professor at the Department of Electrical Engineering, IIT, Chennai. He also heads the Telecommunications and computer network group (TeNet) committed to the development of Education and Telecommunications in India. His vision is to see a totally connected India with 201 million connections by 2010 and providing internet in every village of India.

Unusual Careers

The meeting was held at The Park, Nungambakkam on 17th December 2004. This was a joint meeting with MMA. Ms. Kiran Rao of Amethyst, Ms. Ranjani Manian of Global Adjustments and Vandana Gopikumar Senthil of Banyan spoke about "Unusual Careers".

A talk on Personal Grooming for the Work place

A Talk by Mr. M. Keshav on "Personal Grooming for the work place and Attitude Management" was held on 27th January 2005 at GRT Temple Bay, Mahabalipuram. Mr. Keshav stressed that we can programme ourselves for a good future though we cannot programme the future to our liking. He reminded everyone to trust as it begets trust and urged to aim for conscious competence where we do the right thing as a matter of habit.

A workshop on Grooming for the Workplace

The FLO Chennai Chapter conducted a workshop on "Grooming for the Workplace for women" at the GRT Grand Days on 9th February, 2005 from 9.30 a.m. to 4.30 p.m.

The participants were designer Rehane, Jewellery designer Nalini Pandely, beautician Lily Madhok, Dietician Nimmi John, fitness and yoga instructor Ms Suraiya and Dentist Dr. Vijayalakshmi Acharya, E.O.O. Optimus, B P O Services from M/s. Polaris Ms. Uma Krishnan. The workshop was very successful and the concept was extremely topical.

A tribute to Indian Rural Women

To celebrate International Women's Day, FLO Chennai Chapter conducted a talk on "A Tribute to Indian Rural Women" by Dr. Sundari Krishnamurthy at The Park, Nungambakkam. Dr. Sundari, the Dean of Stella Maris College is a Fulbright scholar.

She threw light on the technological advances taking place in rural India and how the educated rural women stand shoulder to shoulder with men in being tech savvy thus earning a second income and raising the standard of living of the family.



COIMBATORE COMES TOGETHER !

Chairperson's message



It was a privilege for me to be the Chairperson of Coimbatore Chapter during 2004-05. It was tough and challenging, but when I look back, the year gone by gives me a great sense of satisfaction and fond memories of achievements. I am grateful to Ms. Namita Gautam, President & the Governing Body Members for their guidance and unstinted support. I would also like to thank all members of Coimbatore Chapter for their commitment and valuable contributions to make FLO flowing during the year.

Last year we conducted a number of programmes with the objectives of enhancing knowledge through seminars, training programmes, field visits and to enhance skills necessary for effective leadership. The programmes received overwhelming response from the members as well as non-members. These programmes also gave the members an opportunity to interact with each other to forge ahead with renewed commitment.

We also took initiative to increase our membership base and a number of new members have joined this year. I extend a warm welcome to all of them.

We have a long way to go and hope to have more interaction with the other chapters in future. May the coming years usher in bigger success for FLO.

K. SUNITHA VENKATKUMAR

COMMITTEE MEMBERS COIMBATORE CHAPTER

Ms Sunitha Venkatkumar	Chairperson
Ms Geetha Hegde	Vice-Chairperson
Ms Geetha Padmanabhan	Honorary Secretary
Ms R Vasanthi	Treasurer
Ms Sudha Venkatalakshmi	Committee Member

Inspiration from Past President

June 11, 2004 : Past Presidents have always been a source of inspiration and courage for the Chapters. Coimbatore chapter held a meeting with Mrs. Abha Dalmia, Past President of FLO at The Residency. Mrs. Dalmia shared her experience with the members and gave valuable advice, which would benefit the Chapter. The meeting was hosted by Mrs. Sunitha Venkatkumar, Chairperson.

Talk on Health Insurance

July 19, 2004 : As women are a vital part of the Indian economy both at national and the household levels, their health is of foremost importance. To make them aware of various schemes, policies and procedures of health insurance, an interactive session was held by Mr. Ram Kumar, Senior Manager of National Insurance Company. A large number of members participated in the session. Mrs. Geeta Padmanabhan, a FLO member hosted tea.

Workshop on Success at work through Emotional Intelligence

August 16-17 August, 2004 : With an objective to train how to cope up with the challenges at work place successfully, and to increase skill and productivity, a two days workshop on 'Success at Work through Emotional Intelligence' was held at Hotel Annalakshmi. Mr. F. H. Sidhva, expert in this field conducted the workshop.

Visit to Tirupur

September 7, 2004 : Tirupur is a well known name for knitted garments. FLO members had full day visit to some leading processing units in Tirupur. It was an excellent opportunity to see the different processing of yarn to T-shirts and other apparels. M/s. Super Spinning Mills of the SARA ELGI Group hosted a fabulous lunch for the members.

Talk on Wild Life

October 26, 2004 : Wildlife is essential to the integrity of life on Earth. To increase public awareness and change attitude toward nature & wild life, a talk on Wildlife was held by Mr. Arvind Raghupathy. It was very interesting to know about the various species and their habits and the importance to preserve them. Ms. Sunita Venkatkumar hosted the meet.

Law & You

February 2005 : With an objective to create awareness of important Laws prevailing in our country, a talk was organised. The talk conducted by eminent advocate Mrs. N.V. Sreejaya, was indeed enlightening to be well informed. The talk was followed by tea hosted by Mrs. Thulsi Rajkumar.

HYDERABAD TAKES ON CHALLENGE!

Chairperson's message



As I look back on this year I recollect many cherished memories. This has been a very eventful year as far as FLO is concerned. When Namita asked me to take over as the Chairperson of Hyderabad Chapter, I was hesitant at the magnitude of responsibility, but she convinced me that I could handle this responsibility with ease and assured me her full support.

With that confidence, keeping in mind FLO's motto, - Empowerment of Women, we organised various programmes, which not only strengthened FLO in Hyderabad, but also furthered FLO's vision. Our members were exposed to various programmes such as health empowerment, talk on investment, women & crime and an award winning movie.

But the feather in our cap was the Inter-State Meet held successfully in Hyderabad between January 13 to 16. Our chapter, inspite of being only three years old, has proved its mettle. We rose upto challenges inspite of lack of time and put together a successful meet. This was truly fulfilling for me to end my tenure as Chairperson on a successful note.

I wish FLO all the best and pray that it goes from strength to strength.

LATA REDDY

COMMITTEE MEMBERS HYDERABAD CHAPTER

Ms Lata Reddy	Chairperson
Ms Heena Srivastava	Vice-Chairperson
Ms Rekha Lahoti	Honorary Secretary
Dr Ms Aneel Kaur	Joint Secretary
Ms Veena Sanghani	Treasurer
Ms Rashmi Sehgal	Joint Treasurer

Genome Valley Visit, Hyderabad

The members of FLO (Hyderabad Chapter) visited the Genome valley at Shameerpet on July 8, 2004. They visited the premises of Bharat Biotech International Limited, where they met Mr. D Nalini Mohan, Additional Secretary, Government of Andhra Pradesh. Mr. Nalini Mohan reiterated the initiatives taken by the Government to promote biotechnology. Thereafter, they visited the ICICI Knowledge Park.



Forever Young

FLO, Hyderabad Chapter held a panel discussion on "Life begins at twenty, strong at forty and best at sixty on August 26." The speakers were Dr Laxmi Reddy, Gynaecologist on Menopause, Dr Vijay Anand Reddy, Oncologist on Cancer, Dr Savita Menon, Psychiatrist on Stress, and Dr V Sudhakar Prasad, on Cosmetic Surgery.

Crime and Women

A Panel discussion on Crime and Women was organized by FLO Hyderabad chapter on 28th September. Mr. Sukumara, Director General of Police, AP State, was the Chief Guest. The speakers were Ms. Ameena Nakavi, Ms. Nirmala Sitharaman and Ms. Anjana Sinha.

Cross Fire

In view of the festive season FLO, Hyderabad Chapter, decided to screen a movie, which is a true-life story and depicts the status of women in society. DAHAN - the uneasy truth - 1998 Bengali (Crossfire).

Ms. Chandana Chakravarty from Moving Images introduced the movie to the audience giving an insight of today's middle class women.



Inter State Meet

Held from 13th to 16th January 2005, The Inter-State Meeting of FLO was hosted by Hyderabad Chapter. A large number of members from different parts of the country attended the meeting. Presided over by Ms. Lata Reddy, Chairperson, Hyderabad Chapter, The members were addressed by Dr. Geeta Reddy Minister of Tourism and Ms. Rachel Chatterjee, Commissioner. The addresses were followed by a breath taking Lec-Dem of Kuchipudi dance by noted artist Ms. Deepika Reddy.



Meeting with Dr. Y.S.R. Reddy, Chief Minister and Dr. Chandra Babu Naidu, Former Chief Minister of Andhra Pradesh

A FLO delegation led by Ms. Namita Gautam, President & Ms. T. Lata Reddy, Chairperson, Hyderabad Chapter met the Chief Minister of A.P. at his office. Ms. Namita Gautam gave a brief introduction of FLO, its objectives and activities followed by self-introduction by the members. Mr. Reddy discussed the future plans to develop infrastructure and to promote industry in Andhra Pradesh and assured an industrial friendly environment in Andhra Pradesh. Ms. Namita Gautam expressed her gratitude to the Minister for sparing his valuable time to meet the delegation.



Chairperson's message



As I sit back and reflect on my tenure 2004-2005, I think it was a period of great tests for me and my chapter. A year of challenges, targets, promises and fulfillment. I was in a very buoyant mood when I took over the baton of leadership, full of ideas and rearing to go. But I soon realized that ideating is one fine creative achievement and executing it is an even bigger achievement.

Putting the diverse interests of 100-odd members on one platform and yet keeping the tenets of FLO well in place, it was not an easy job to blend business with pleasure. The vital issue that came up and still comes up is: Why just educative, socially-relevant programmes, why not entertainment? It was left to me to wed these two schools of thought and compile a show that would cut across all mindsets.

Looking back, I think I can pat my back and say, yes, we successfully put together 16 programmes between April 2004 and April 2005. All the thrust areas were taken into consideration. Fellowship meet, workshop, industrial

visit, talk, panel discussion - the Chapter tried to reach out its message of empowerment through all these genres.

The Chapter even looked beyond our boundaries in hosting a high-level delegation of Senators from France last year. They interacted with the members and took great interest in FLO's activities. The culmination of this meeting was the participation of award-winning authors from France at a FLO panel discussion at the recently-concluded Kolkata Book Fair. Many important meetings were held during my Chairpersonship with dignitaries like the Union Minister for Tourism, Renuka Chowdhury; Governor of Madhya Pradesh, Balam Jakhari; former Governor of West Bengal, Viren J Shah and the former First Lady, Anjana Ben Shah; social worker and wife of West Bengal Chief Minister, Meera Bhattacharjee. They were all impressed with the work that FLO is doing and looked forward to interacting with our members.

No matter how good the effort, without Press visibility it is difficult to get your message across. Fortunately, the media in Kolkata supported FLO in all our activities which generated considerable interest among women's groups. A positive fallout of this was the induction of 27 fresh faces from various walks of life and garnering of fees to the tune of Rs 3.6 lakhs. Using this as a figure of encouragement, would now like to expand membership base so as to cover corporate houses. I think there is tremendous potential for injection of new blood from this sector. Both in terms of members and funds.

In December last year, I published the Empower-times from Kolkata purely for dissemination of information and greater visibility. About 1,200 copies of this newsletter were distributed among ministers, politicians, FLO members, corporate houses, airlines, media, hospitality sector, NGOs and celebrities from the world of art and literature. The response, via emails and postal letters, has been very, very encouraging.

Just as catches win matches, good sponsors make good programmes. Unfortunately, sponsorship is difficult to come by here. But without corporate funding, it will not be possible to put up quality programmes. This is one area where we will have to get more proactive.

To conclude, I would say it would not have been possible for me to course through these months without the love, affection and guidance of my seniors, colleagues and friends. I thank the President, Namita Gautam, past President, Renuka Shah, my Governing Body Members

and FLO members for their continued support and encouragement. I thank you all. I also take this opportunity to welcome the new President (2005-2006), Usha Agarwala. Let's raise a toast to another year of great activity as we FLO together!

SHASHI PRABHA JALAN

COMMITTEE MEMBERS

KOLKATA CHAPTER

Ms Shashi Prabha Jalan	Chairperson
Ms Sangeeta Todi	Vice-Chairperson
Ms Rajkumari Saharia	Honorary Secretary
Ms Usha Modi	Treasurer
Ms Ruchi Dalmia	Young FLO

Fellowship Meet

In Fellowship meet of Kolkata Chapter held on 26th May, 2004, The First Lady of West Bengal, Ms. Anjana Ben Shah was the Chief Guest. In this event, Ms. June Maliah, a top-ranking model and actress from Tollywood, recounted her journey from a simple home-maker to the world of fame and glamour and Wasim Kapoor noted painter spoke about the need for empowerment.

Preserving Our Heritage

The Governor of West Bengal Mr Viren J. Shah and the First Lady Mrs Anjana Ben Shah (also an Honourary Member of FLO, Kolkata Chapter) invited the Kolkata FLO Chapter for Tea at the Raj Bhavan on June 4, 2004. Mrs Purnima Advani, Chairperson, National Commission for Women, was the Chief Guest. A walking tour of the palatial Raj Bhavan was conducted by the First Lady, who has painstakingly restored its grandeur, using her skills as an interior designer.



Workshop by Yves Saint Laurent



On July 10, 2004, it was a brush with French colours at Oberoi Grand. The globally renowned cosmetic major, Yves Saint Laurent, showcased its makeover, magic through a beauty workshop presented by FLO, Kolkata Chapter. The fundamentals of facial transformation from Plain Janes to Glam Dolls were demonstrated by Gisella Dodde and Pooja Seth, experts from Mumbai and Delhi, respectively. Kolkata's leading print and ramp-model, Sanjukta Das, stole the show with her fascinating makeover from Dodde.

FLO, Kolkata Chapter, organized a panel discussion- cum interactive session on 'Violence, against Women' on November 19. The panelists included Ms. Sheema I-irmani, a dancer and women's rights activist from Pakistan, Ms. Suman Bala Sahoo, DIG (Special) CID, and Ms. Anuradha Kapoor, Director of the NGO, Swayam. The programme was moderated by Dr. Kavita Panjabi, Head of Dept, Comparative Literature. The panelists spoke of the prevalence of domestic violence in India and Pakistan, and the importance of government steps to protect women.

Search Action Under Income Tax Act

Anuradha Mookerjee, Additional Director, Investigations, Income Tax, was invited by FLO, Kolkata, for an informal chat with the members on August 3, 2004. 'Search Actions Under the Income Tax Act' was the focus of her talk. Mookerjee, who has assessed some of the top corporate houses in the country, dwelt upon areas like the rights of the tax payer, the nature and scope of searches, the issuance of search warrants, powers of the authorized officers and procedures for search and seizures. A delightful speaker, she helped dispel many of the fears associated with Income Tax raids and even advised FLO to take up more initiatives such as this to spread awareness.



Meeting with Hon'ble Minister

FLO members met the Hon'ble Union Minister for Food Processing, Mr. Subodh Kant Sahay on August 13, 2004, for hosting a food processing workshop in Kolkata in association with the Food Processing Ministry. Mr. Sahay extended a warm welcome to the members and assured his full support in FLO's endeavors.

Mind and Money

The effect of decibels, the influence of money, and the healing of hearts : Different thought processes but woven together by two experts - Shruti Poddar and Archana Lakhotia - to explain the correlation between the world of materialism and spiritualism. 'Mind and Money: Time for some soul searching' was the maiden programme of Young FLO, Kolkata Chapter on September 8, 2004. Welcoming the guests, the Chairperson of YFLO, Mrs Ruchi Dalmia said, she hoped this programme would help women in understanding the concept of money and the power of the mind.

Career Choices

In the days of VJs and fashion designers as youth icons, FLO hosted the panel discussion cum interactive session 'Career Choices : The Unconventional Options', at the heritage campus on September 11, 2004. The panelists included Father PC Mathews (Principal, St Xavier's college), Kishore Bhimani (Journalist and Writer), Koely Roy (Director, La Martiniere SEOMP Society) and Tushar Basu (Director of Analytic consultants and columnist). Gomathy Venkateshwar, academic adviser to The Heritage School, moderated the programme. Mrs. Shashi Prabha Jalan, Chairperson of the FIO Kolkata Chapter, emphasised the role of teachers. Many elite schools from Kolkata participated in the programme.



Visit of French Delegation

They came, they saw and they fell in love with the city of Joy, Kolkata. A high level French delegation of senators flew down to Kolkata to explore business possibilities in September. FLO, Kolkata Chapter, hosted an interactive session with them on September 17 that saw distinguished personalities from the world of art, literature, culture and education participating. The thrust of the interaction was a French peek into the socio-economic status of urban and rural women in Bengal and FLO's contribution in their upliftment.

Plant Visit — Tisco

On October 4 and 5, FLO, Kolkata Chapter, went on an industrial visit to Jamshedpur on an invitation from the Managing Director of Tisco, Mr B. Muthuraman. Mrs Sumathi Muthuraman, wife of the Managing Director, hosted a lunch for the delegation at the elite Beldih Club. Mrs Muthuraman pointed out that in her husband's tenure she has introduced an interesting concept among the workers: That of their wives being aware of the work their husbands' do. This has, according to her, paved the way for better domestic understanding in families. The wives are also made aware of their rights as employees, specially in times of job termination. Similarly, the wives are made aware of the rights of the company as an employer.

Oriental Cookery Workshop

A cooking workshop on various Japanese Vegetarian dishes was organised by Young FLO on 11th October at Pan Asia, ITC, Sonar Bangla. A large number of members attended the workshop.

Violence against Women

FLO, Kolkata Chapter, organized a panel discussion - cum interactive session on 'Violence, against Women' on November 18. The panelists included Ms. Sheema Kirmani, a dancer and women's rights activist from Pakistan, Ms. Suman Bala Sahoo, DIG (Special) CID, and Ms. Anuradha Kapoor, Director of the NGO, Swayam. The programme was moderated by Dr. Kavita Panjabi, Head of Dept., Comparative Literature. The panelists spoke of the prevalence of domestic violence in India and Pakistan, and the importance of government steps to protect women.



Plant Visit — JJ Spectrum



On December 16, FICCI Ladies Organisation (FLO), Kolkata Chapter, undertook an industrial visit to JJ Spectrum Silk Ltd., located on the lush outskirts of the city. This enterprise produces Silks for select US and European markets. The members of FLO were welcomed by the Director of JJ Spectrum, Mr Arun Kumar Shraff, who took them around the sprawling premises of the factory. Mrs Kavita Jhunjhunwala, wife of the President, Mr Rajiv Jhunjhunwala, later hosted a lunch for the members at a nearby farmhouse.

Concept of Love & its Literary Interpretation

Raindrops, love, literature and candlelight. Not exactly in that order perhaps, but that was the essence of the panel discussion, 'THE CONCEPT OF LOVE IS CHANGING AND SO IS ITS LITERARY INTERPRETATION', presented by FLO, Kolkata Chapter, on January 28 at the Kolkata Book Fair.

France was the focal theme of this year's fair. Although torrential rains and a power cut halted the programme for some time, the writers were sporting enough to continue the discussion in candlelight, sans microphones!

Noted poets and novelists like Daniel Pennac, Dominique Fernandez, Lionel Ray, Dominique Varma, Sunil Gangopadhyay, Joy Goswami and Tilottama Majumdar were the panelists. The programme was moderated by a young poet and editor of a popular teenage magazine, Paulami Sengupta Sarkar. Held in association with the media house, the ABP Group, and the Embassy of France, the programme turned out to be a romantic rendezvous between France and Bengal. Among those present were Honorary Consul of France in Kolkata, Mr M K Jalan.



Talk on Leadership Skills

FLO Kolkata Chapter, in association with the USIS, organised a talk on Development of Leadership Skills among women at the work place and home by Ms. Barbara Wamsley, Principal, Management International on February 22, 2005. The response was overwhelming and the members attended in large numbers.

No More the Second Sex

In celebration of International Women's Day, FLO and Young FLO, Kolkata, held a panel discussion, 'No More the Second Sex', on Saturday, March 12 at The Conclave. FLO President, Ms Namita Gautam, was present among other eminent personalities. The Trinamool MLA from West Bengal, Ms Nayna Bandyopadhyay, was the Chief Guest.

There was a felicitation ceremony after the welcome address by Ms Shashi Prabha Jalan, Kolkata Chairperson, and the presidential address by Ms Gautam. Three women were felicitated for their outstanding contribution in the fields of social service and entrepreneurship.

Brilliantly moderated by Oindrilla Dutt, the panel discussion brought into sharp focus the various problems faced by women in their respective areas of work and the need for greater sensitivity from male colleagues.

All the four speakers, theatre personality Dolly Basu, academician Devi Kar, scientist Anuradha Lohia and fashion designer Kiran Uttam Ghosh were of the same view that they were not being feminists but humanists in asking for equal opportunities. Almost all the speakers drew references from their personal experiences.

The vote of thanks was given by Ms Ruchi Dalmia, Young FLO Chairperson.

Past, Present, Future. It's all about caring



In a surprise act, the past presidents felicitated Ms. Namita Gautam by presenting her a plaque in the Governing Body Meeting held on July 24, '04 in New Delhi. It was presented by Ms. Indu Jain, Founder President, Ms. Abha Dalmia, Ms. Sarparveen Kaur, Ms. Anjana Somany, Ms. Kusum Ansal and Ms. Chandra Garodia on behalf of all the past presidents. Signed by the 20 past presidents, the plaque had the following poem inscribed on it:-

“ FLO has completed 20 years
 it's merit proven amid sweat, toil and tears.
 'Honouring the Honourables' was a touching award.
 Any recognition is in fact, it's own award. Namita in her
 inimitable way, over the proceedings held her sway
 As each president lit a candle the light within her
 soul was more than she could handle.
 Thank you Namita, FLO and all you
 have made us feel proud and all.
 Never will we forget this day.
 When experience has transcended
 what words can't say. ”

A beautiful gesture indeed from the past presidents to the present one.

Women Talking About Women

HT City Correspondent

HUMOUR, PASSION, ATE discussions and emotional rendering of real life experiences. There was no shortage of anecdotes as four women, achievers in their respective fields, pondered on issues pertinent to lives of the fairer sex across the world.

The speakers debated on various issues, the relevance of celebrating International Women's Day, glass ceiling at workplace, threat of female suicide.

Speakers like these Dolly Basu, fashion designer, Kiran Ghosh, educator and principal of Gyan High School Kar and scientist Nandha Lodha (at length at the discussion titled



Top: MIA and actor Nayna Bandyopadhyay (right) felicitates social worker Kakoli Das; Left: Thespian Dolly Basu (left) and academician Devi Kar at the panel discussion. Saturday

by FICCI Ladies' Organisation (FLO).

"We've taken the cue from Simone de Beauvoir's book of the same name to title the topic of this discussion. It's very unfortunate that the phrase is relevant decades after the publication of the book," reflected moderator Oindrila Dutt.

Do you call yourself a feminist? Why do women often turn out to be women's own enemies? Interesting observations came out of arguments and counter arguments.

"We have to do away with gender bias right from school. However, the good point is that now parents are equally concerned about the studies of both sons and daughters," added Kar. MIA and actor Nayna Bandyopadhyay was the chief guest. Three women achievers were also felicitated.

THE FINANCIAL EXPRESS

Sunday, June 13, 2004



Minister of Commerce and Industry chairperson Begum Salma Ahmed in New Delhi on CO and CI as part of efforts to promote bilateral trade and encourage women

What women want!

Apparently Most are happy cooking, cleaning and playing housewife!



It was a real dilemma. The panelists were asked to share their views on what women want. The panelists were asked to share their views on what women want. The panelists were asked to share their views on what women want.



Girls take tips on self-defence

Ashima Bajpai
New Delhi, July 31

THE CAPITAL is unsafe for women. However, women of this city are not willing to take things lying down. In the wake of the recent spurt in crime against women, the FICCI Ladies' Organisation (FLO) held a four-day self-defence programme spread over four weeks.

The camp tipped women on techniques to fight back attackers. A karate instructor taught various techniques of the martial art to nearly 50 women. They were taught how to use their dupatta and even the hand bag as weapons of self-defence, said FLO chief Namita Gautam.

Apart from physical self-defence techniques, a psychologist helped the participants to mentally prepare to handle situations demanding self-defence.

Women from various parts of the Capital participated in the workshop.

The workshop provided defence tips which will benefit women to counter situations independently, Gautam said. "There has been a dearth of



KICKING OFF THREAT: A young girl learning karate at the training camp.

WINNERS DESPITE THE SYSTEM

Young achievers like RVS Rathore and Navin Jindal would certainly be a source of inspiration and strength to future generations, writes KNK MENON

It was the last intersection of the two worlds. The FICCI Ladies' Organisation (FLO) was holding a product design show. The exhibition, titled "20 Plus", included designs in various media.



FICCI Ladies Organisation (FLO) and furniture design studio Proform are holding a product design show. The exhibition, titled "20 Plus", includes designs in various media. FLO, we wanted to promote art and design. Proform, an upcoming studio, is creating various media.



Ms Namita Gautam (left), President, FICCI Ladies Organisation (FLO) and Begam Salma Ahmed, President, Women's Chamber of Commerce & Industry, Pakistan, sign a MoU in New Delhi on Friday to promote trade between the two countries. — Tribune photo by Mukesh Aggarwal

FLO signs MoU with Pak chamber

By Bureau
New Delhi, June 17

THE FICCI Ladies Organisation (FLO) and Women's Chamber of Commerce and Industry (WCCI), Pakistan, have signed a memorandum of understanding with a view to increasing interaction between business women of the two countries. Ms Namita Gautam, President, FLO, and Ms Salma Ahmed, President, WCCI, signed the agreement. It was accompanied by a high-level 16-member businesswomen delegation having interest in diverse sectors such as cement, textiles, dyes and chemicals, and pharmaceuticals. As part of the understanding, the two parties have agreed to initiate measures to promote cooperation in trade, investment, services and women entrepreneurship.

With a special emphasis on training women entrepreneurs, information with regard to trade, economic cooperation and services will be exchanged in a proactive way. The bodies are also likely to submit recommendations to the respective Governments for promoting more effective economic relations between women entrepreneurs of India and Pakistan.

textile, auto sector. "Let's ignore the malls, the internal market, the labour, the capital and the technology."

राजस्थान पत्रिका



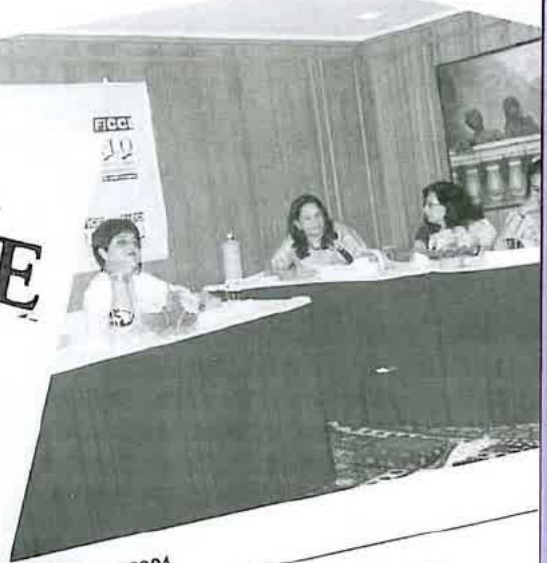
राजस्थान पत्रिका और राजस्थान प्रिंटिंग प्र. लि. के संयुक्त आयोजित 'आर्ट्स एंड बिजनेस' कार्यक्रम में महिला उद्योगिकीयों की भागीदारी।

THE ASIAN AGE

New Delhi Thursday 23 April 2004



Ms Namita Gautam (right) presents a memento to Ms. Indira Jais (left), the founder president of FLO, at a reception star Durga Jais (center) looks on. In New Delhi on Wednesday. (PTI)



THE HINDU BUSINESS LINE, Monday, May 10, 2004

FICCI women's arm set to add more chapters

Richa Mishra
New Delhi, May 9

THE FICCI Ladies Organisation (FLO), which turned 20 this year, proposes to add more chapters.

It currently has five chapters - in Chennai, Hyderabad, Kolkata, Mumbai and Coimbatore.

"We are looking at setting up a chapter in Gujarat soon," said Ms Namita Gautam, Director of President and Manufacturers' group (manufacturers' and producers).

and professional excellence among them, she said. "Today FLO has over 1,000 members. In order to intensify operations and extend its reach, FLO seeks to eventually open a chapter in each State."

The organisation with other like-minded organisations.

Speaking to Business Line, Ms Gautam said that apart from increasing the number of regional chapters, the organisation is also focusing on young entrepreneurs.

"We are taking up a survey on young women and their as-



Ms Namita Gautam, President, FLO

of Germany, will be initiated in

the first week of June."

FLO, which has undergone an image makeover with a logo change and a new punch line, 'Power to empower', recently launched Young FLO (YFLO), a forum for the career women of today.

According to Ms Gautam, it is a community of career women between 20 and 39. YFLO has already enrolled 100 members.

A separate committee is to look after it.

On the issue of whether Government policies are entrepreneur-friendly, Ms Gautam said, "Government policies are good but there is not enough

awareness about them. Schemes need to be about and the agencies involved need to change the mindset of the people."

On the most preferred area for women entrepreneurs today, she said, the traditional business beauty parlour, garment leather products are popular.

"However, the changing and a lot are now going in industry. In FLO, we are now going in to hold a programme for women to get into this

Note from an Empowered Woman

Women think, behave and respond to situations differently. And in this difference, lies their strength. Their inherent ability to nurture, feel compassion and be guided by instinct should not be interpreted as weakness. Their role as mothers, places them in the critical position to change society. They have the power to reverse the retrogressive concepts about women introduced in society by men. After all they are the sacred feminine glorified in Islam by the will of Hazrat Hajra, symbolized in India by the concept of Ardenareshwari and extolled in Christianity by the purity of the Virgin Mary.

In September 2000 The United Nations Millennium Summit adopted eight major goals which were internationally agreed and accepted as framework for measuring development progress. These are:

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS and other diseases
7. Ensure environmental sustainability
8. Develop global partnership for development

None of the above mentioned MDG's have any chance of success without a robust participation from 50% of women that constitute the population of a world that urgently needs to correct the imbalance between its words and deeds that give women their rightful place to jointly achieve the point agenda on which hinges the future prosperity of the world.

What should be done?

1. Campaign for suitable legislation wherever necessary.
2. Campaign amid social groups that discriminate against women. Use the court of law to compel social groups to abandon practices that humiliate and dishonour women.
3. While the middle class women may be less willing to improve her condition, the poor women is most interested in getting herself out of the vicious circle of suffering and indignity. Focus on her plight.
4. Raise consciousness among social groups that discriminate because of poverty and not on the basis of custom as in the middle class.
5. Focus on the field rather than on society. Choose areas in the field where direct empowerment through financial intervention can bring about change.
6. Concentrate effort on the education of the women among the poor class.

I will conclude by evoking the simple message of Paulo Coelho in which he says that when there is purity in your heart, sincerity in your purpose and integrity in your actions, the whole world conspires to help you achieve your goal. This he calls the principle of favourability. I believe that if the collective souls of all the women in the world unite they can produce the positive energy that is needed to change this world torn with war and strife, raked with hunger and disease and sunk in poverty and despair into a veritable Utopia where men and women walk hand in hand towards the shared goal of lending mutual respect and dignity to each other.



AISHA KHAN
(WIFE OF PAKISTAN HIGH
COMMISSIONER IN INDIA)

FLO Annual Awards 2003-04

Award for Outstanding Woman Social Worker – SEWA, Lucknow

FLO award for Outstanding Woman Social Worker for the year 2003 - 2004 has been awarded to Ms. Runa Banerjee, General Secretary, Self Employed Women's Association (SEWA), Lucknow.

Ms. Runa Banerjee established SEWA, Lucknow in 1984 and started with only 31 artisan women. At present, it is supporting more than 5000 women artisans and covers 40% rural and 60% urban women who come from marginalized section of the community. She has helped in establishing the brand equity of SEWA as a nationally and internationally accredited institution, making women confident of their ability and identity. SEWA also runs a school and health center for the poor children. Since the establishment of SEWA, she never looked back and fulfilled her dream of selling the products of the locals to the buyers in Washington, Milan, Melbourne, Barcelona and London at the Nehru Center.

She is the recipient of various awards such as Yash Bharti Award (1995), Bestowed Award (1998 - 99), PHDCCI award (2001)

Award for Outstanding Woman Entrepreneur – Ms Surender Kumar, Delhi

FLO award for Outstanding Woman Entrepreneur for the year 2003 - 2004 has been awarded to Ms. Surender Kumar, Managing Director, Travelmate India Pvt. Ltd, New Delhi.

Ms. Kumar commenced her career in travel industry in the year 1980 as an airline trainee and later worked with reputed travel agencies in New Delhi. In 1990, she started her own Travel Agency and took it up as a challenge. In the last few years, despite all odds and difficulties, the company grew and now has a turnover of Rs. 20 crores

She has made the company proud by winning acclaims and honors from several Airlines such as International Airways, United Airlines, Singapore Airlines, and Thai Airlines 'Top Agents' Awards. She has received various other awards such as 'Woman of the year 1997, ' National Mahila Excellence Award', '21st Century excellence Award etc'.

Ms. Kumar is also the trustee of a trust that promotes education for girls students, medical relief, care of animals etc.

Jury FLO Awards (2003-04)

- | | |
|---|--|
| 1. Mr. Justice P N Bhagwati
Former Chief Justice of India | 6. Mr. Sompal
Former Member of Parliament &
Planning Commission
Vaish Associates
II Floor, 10 Hailey Road
New Delhi |
| 2. Ms. Justice Leila Seth
Former Chief Justice
Himachal Pradesh High Court | |
| 3. Dr. S.K. Joshi
Former Director General
CSIR, New Delhi | 7. Dr. R Chidambaram
Pr. Scientific Adviser
Govt. of India
New Delhi |
| 4. Dr. R.A. Mashelkar
Director General, CSIR &
Secretary DSIR, Govt. of India
New Delhi | 8. Mr. Dilip Biswas
Former Chairman
Central Pollution Control Board
New Delhi |
| 5. Dr. P N Tandon
President, NBRC Society
National Brain Research Centre
Manesar-Haryana | 9. Mr. Yogendra Kumar Modi (Ex Officio)
President, FICCI
New Delhi |

AWARDS

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 destitute and children, etc.

1984

Award for Outstanding Woman Professional

Dr (Mrs) Rani Siromoney was given the award in recognition of 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 Worker

Mrs. 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 Award for outstanding social worker. Her nomination was sponsored by Addition 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 Adit Syam of Kolkata received the Award 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 Award 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 Delhi received the Award in recognition of her outstanding contributions as a Woman Entrepreneur.

Award for Outstanding Woman Social Worker

The cash Award was shared by Mrs Donna Fernandes, Counsellor and Ms Renana Jhabvala, Secretary, SEWA, Ahmedabad.

1990

Award for Outstanding Woman Professional

The 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.

Award for Outstanding Social Welfare Institution for Women

The jury decided not to give the Award.

1991-92

Award for Outstanding Woman Professional

The Awards in the field of Outstanding Women Professional have been given to Mrs. Lakshmi G Menon, B.Sc., DMIT Electronics and she has to her credit planning, installation, testing and maintenance of SPC computer controlled exchanges of VSML including telex, telegraph telephone Mrs. D S Baldawala who has achieved excellence in business career.

1992-93

Award for Outstanding Woman Social Worker

The eminent jury has decided to present the Outstanding Woman Social Worker Award to Mrs Jayalakshmi, Secretary, Multi Purpose Industrial Cooperative Society Limited, Bangalore.

1993-94

Award for Outstanding Woman Entrepreneur

Ms Jayashree Ashwinkumar, Managing Director of Shree Mahila Sewa Sahakari Bank, Ahmedabad received the Award for Women Entrepreneur for Integrated Social Security Scheme for women working in informal sector.

1994-95

Award for Outstanding Woman Social Worker

The Outstanding Woman Social Worker Award was shared by Mrs Latha Pandey and Prof (Mrs) Shaila Dwarkadass Lohiya.

1995-96

Award for Outstanding Woman Entrepreneur

Outstanding Woman Entrepreneur award was given to Mrs Rajeswary Ramakrishnan, Managing Director, Jeypore Sugar Company Limited, Madras, for successfully managing industries, with high degree of competence.

AWARDS

1996-97

Award for Outstanding Woman Professional

The Award for Outstanding Woman Professional was given to Mrs Sangeeta Agarwal, Managing Director, Nakamichi Securities Ltd., Calcutta for establishing a stock broking company with a successful public issues.

1997-98

Award for Woman Entrepreneur

The Award for Woman Entrepreneur was given to Mrs N Anitha U Kamath, Managing Partner, Sanoor Phova and Rice Mills, Sanoor, Karnataka.

1998-99

Award for Outstanding Social Welfare Institution for Women

This Award was given to Kasturba Gandhi Kanya Gurukulam, Vedraniam for the upliftment of downtrodden women in the field of education and training in various crafts and industries.

Award to Outstanding Woman Professional

The award was given to Mrs Padma Madhuranath, Scientist-F, National Aerospace Laboratories, Bangalore. She is the Group Leader of Flight Simulation Group, Flight Mechanics and Controls Division.

1999-2000

Award for Outstanding Woman Entrepreneur

The Award for Outstanding Woman Entrepreneur has been awarded to Ms Sushila Devi Tikmany, Calcutta. She started "PITAMBARI" as a small venture with the noble objective of helping refugee women from Bangladesh.

Award for Outstanding Woman Social Worker

The Award Outstanding Woman Social Worker has been awarded to Ms Swaraj Lata Goel, Proprietor, Deep Gas Service, Mathura.

2000-2001

Award for Outstanding Woman Professional

Ms Akhila Srinivasan, Managing Director of Shriram Investments Limited (SIL), Chennai. SIL is member of the Rs. 3,000 crores Shriram Group.

Award for Outstanding Institution - Women Welfare

This Award was given to 'Pratidhi' which is a collaborative society of Delhi Police and Association for Development a registered NGO of social work professionals, perhaps the first agency of its kind in the country.

2001-2002

Award for Outstanding Woman Entrepreneur

The Award for Outstanding Woman Entrepreneur has been given to Ms Manju Jalota, Director of Alankrit, Lucknow, where in exclusive works are being done by about 1000 artisans in the areas of Tailoring, Zardozi, Printing, and Dyeing.

Award for Outstanding Woman Social Worker

The Award for Outstanding Woman Social Worker has been given to Mrs Neeta Bahadur, Founder President of Drishti Samajik Sansthan, Lucknow, which is an NGO working for the welfare of all types of disabled person.

2002-2003

Award for Outstanding Woman Professional

FLO award for Outstanding Woman Professional for the year 2002-03 has been awarded to Dr Seepana Padmaja Rao, Head, Seed Technology Division of Indian Grassland and Fodder Research Institute (IGFRI), Jhansi.

Dr (Ms) S Padmaja Rao started her career with Council with Scientific and Industrial Research in 1972 as a Post Doctoral Research Fellow, right after completing her Doctorate

(Phd). In identification of her determination and hard work, she was appointed as a Scientist & SRA in NRCS in Hyderabad. Since then she has never looked back and moving forward to enhance career in her specialized field.

Dr Rao presently being in a managerial position, gained sufficient administrative excellence as well as research management experience. Also received the opportunity to participate in the various committees of the Institute such as-Research Advisory committee, Institute management committee, Staff research council meetings, Quinquennial review committee, Annual workshop meetings on Breeder seed production and Annual group meetings of National seed project etc. thus enriching the experience and administrative capabilities.

FLOWING TOGETHER TO EMPOWER

.....

The Hanns-Seidel-Foundation, a German organization joined hands with FLO for their operations in India in 1996. Founded in 1968, HSF extends its cooperation in 30-35 training programmes every year, organized by FLO for members, non-members, men and women, all across India. As a result, the faculty in these programmes includes the best minds both from India and Germany. It also support Business Consultancy Cells in Chennai, Delhi, Hyderabad and Kolkata. The success of this collaboration is a testimony to the spirit of endeavour that binds like-minded people all across the world.

.....

The Hanns Seidel Foundation

The HANNS SEIDEL FOUNDATION (HSF) is named after the late Dr. Hanns Seidel (1901-1961). He was the Chief Minister of Bavaria (1957-1960) and Party Chairman (1955-1961) of the Christian Social Union (CSU).

The HSF was founded in 1966 in Munich and has the legal form of a registered society. It is one of the youngest amongst the five German Foundations in India.

The Foundation has Liaison Offices in 54 countries and single Project Offices in about 8 centers worldwide.

For activities abroad, the HSF receives grants from the Federal Republic of Germany. These activities are non-commercial, non-profit making and are subject to constant monitoring by the Federal Audit Office.

The Foundation has five wings:

- 1) The Academy for Political Science and Contemporary History.
- 2) The Institute for Adult Civic Education
- 3) The Institute for Foreign Relations
- 4) The Scholarship Organization
- 5) The Institute for International Contact and Co-operation, which is represented in India through its Liaison Office in New Delhi.

The "Institute for International Contact and Co-operation" functions abroad; we are in India since 1996 and presently cooperating with the FICCI Ladies Organization and with four other Indian Non-Government Organizations. Our endeavour is to promote the principles of social and political dialogue and "self help". The partner organizations have not only to be on the receiving end, but contributing as well. Through this kind of joint effort, we feel dialogue between India and Germany can become more and more purposeful.

Objectives: With a view to promoting knowledge and awareness, the HSF supports projects in the areas of international political dialogue, community development, education, health and environmental awareness, management training and Institution building. The HSF also provides support for seminars, symposia and workshops in order to help people update their qualifications, skills and capabilities. The Foundation's educational programs are intended to: (1) invoke thought process and provide motivation and awareness for responsible independent action; and (2) to train the participants to enhance their level of competence, so that they become self-reliant, responsible and capable of handling their professional problems with confidence.

For the smooth conduct of the programs, suitable and qualified faculty is drafted from India and Germany faculty, which has didactic experience and those who are recognized experts in their respective fields.

Since 1996 the Foundation has been extending support annually for about 35-40 activities proposed by FLO. These educational workshops and training programs are mainly for women, and are spread all over India; the three broad categories receiving our assistance are: (1) Grass root level or income generation projects for the unemployed and for the artisans and craftspersons; (2) Middle level or skill development workshops for the educated youth and (3) Senior level or skill enhancement programs for the managerial groups.

From 1996 up to the end of 2004, nearly 11000 participants from all over India have taken advantage of some 265 training programs/workshops/seminars and symposia, organized by FLO and supported by HSF.



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Munich, 30.03.2005

Message

The Hanns Seidel Foundation is pleased to extend its greetings and good wishes to the President and Governing Body Members of the FICCI Ladies Organization on the occasion of their 21st Annual Session "2005" in New Delhi.

The FLO has been conducting commendable work in promoting knowledge and awareness, particularly among women, through their training programs, seminars, symposia, workshops and through their business advisory service. These activities, spread all over India, are aimed at motivating the participants to go ahead in their chosen occupations with courage and confidence.

For the past nine years, with its fruitful association with the FLO, Hanns Seidel Foundation has been extending its support for their educational activities, which train and motivate the participants to enhance their skills and become capable enough to tackle their professional lives more efficiently.

The Hanns Seidel Foundation wishes FICCI Ladies Organization success and further encouragement to carry forward their achievements and productive work.

Reinhold Babel
DIRECTOR SOUTH ASIA
Hanns Seidel Foundation
Munich / Germany

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Workshops/Meetings between April 2004—March 2005 at a glance

Date	Event	Venue
April 15-17, 2004	FLO / HSF Wrkshop on Gems and Jewellery Entrepreneurship	New Delhi
May 18-19	FLO / HSF Workshop on Effective Communication	Srinagar
May 31- June 25	FLO / HSF 20 Days Business Management Programme	New Delhi
June 20-29	FLO / HSF Workshop on How To Start An Export Business	Nainital
July - Sept.	FLO / HSF Survey on Aspirations of Young Women for their Career in NCR	New Delhi
July 5-7	FLO / HSF Workshop on How to Start an Export Business	New Delhi
July 12-13	FLO / HSF Workshop on Packaging Entrepreneurship	New Delhi
July 14-15	FLO / HSF Workshop on How to Start A Leather Business	Kanpur
July 26-27	FLO / HSF Workshop on Travel & Tourism Entrepreneurship	Thiruvananthapuram
August 13-14	FLO / HSF Workshop on Fruit Processing Entrepreneurship	New Delhi
August 16-17	FLO / HSF Workshop on Success at Work through Emotional Intelligence	Coimbatore
August 25-27	FLO / HSF Workshop on Public Speaking	New Delhi
September 1-15	FLO / HSF 10 Days Workshop on Basic Counselling Skills	New Delhi
September 6-9	FLO / HSF Workshop on EDP For Craftsperson	Kota
September 27-28	FLO / HSF Workshop on How to Start A Leather Business	Noida
September 29-30	FLO / HSF Workshop on Business Excellence Thru Emotional Intelligence	New Delhi
October 11-12	FLO / HSF Workshop on How to Start A Leather Business	Agra
October 15-16	FLO / HSF Workshop on Handloom & Handicraft	New Delhi
October 25-26	FLO / HSF Workshop on How to succeed in National & International Marketing	Nasik
October 28-29	FLO / HSF Workshop on How to succeed in National & International Marketing	Bhubneshwar
Oct 04-March 05	FLO / HSF Study on Women Entrepreneurs - Problems and Perspective (All India)	New Delhi
November 1-2	FLO / HSF Workshop on How to succeed in National & International Marketing	Jodhpur
November 4-5	FLO / HSF workshop on How to succeed In National & International Marketing	Indore
November 22	Meeting with Dr. Gepperth Head of HSF, Germany	New Delhi
November 24-25	FLO / HSF Workshop on Gems & Jewellery Entrepreneurship	Hyderabad
November 25-26	FLO / HSF Workshop on Photography: Traditional & Digital-The Creative Revolution	Coimbatore
December 4 & 6	FLO / HSF Workshop on Photography: Traditional & Digital-The Creative Revolution	New Delhi
December 23	FLO / HSF Release of Report – Aspiration of Girl Students	New Delhi
Jan 12-14, 2005	FLO / HSF Workshop on Gems & Jewellery Entrepreneurship	New Delhi
February 22-23	FLO / HSF Workshop on How to Choose A Business	New Delhi
February 25-26	FLO / HSF Workshop on Personality Development	Siliguri
March 29-30	FLO / HSF Workshop on Event Management-A Career Option	Gurgaon
March 31, 2005	Meeting with Mr. Reinhold Babel	New Delhi

Gems & Jewellery Entrepreneurship

New Delhi: April 15-17, 2004

Hyderabad: November 24-25, 2004

New Delhi: January 12-14, 2005

As Gems & Jewellery are the leading foreign exchange earners for India, the scope for growth in this sector is immensely high. FLO organized three workshops on Gems & Jewellery Entrepreneurship for enhancing the skills of existing entrepreneurs and for the young and emerging entrepreneurs in Delhi & Hyderabad. The participants were given an overview of different kinds of Gems and Stones, Jewellery Designing, Selling of Gems and the Export Import formalities involved in it. They also learnt about the means and ways to identify the potential markets and expand their selling abilities. The main speaker was Mr Vikas Joshi, Senior Gemologist who came all the way from Mumbai for this workshop.



Workshop on Effective Communication

Srinagar: May 18-19, 2004 : For the first time, FLO organized a workshop on Effective Communication at Srinagar on the request of the Kashmir Chamber of Commerce & Industry. Held for the local young and potential entrepreneurs in association with Hanns Seidel Foundation, Germany, the Workshop was very educative and well attended. The participants immensely benefitted and appreciated FLO's initiative to do something in J&K. The speaker Ms Arvinder J Singh was specially taken to Srinagar from Delhi for this purpose.



20 Days Business Management Programme

New Delhi: May 31- June 25, 2004 : Management (To Make Do) relates to utilization of resources at your command in the best possible way. Identification of various resources at your command and various ways in which these resources can be utilized/used or combined to create the desired level of business set up, processes or strategies to increase turnover, profitability and return on investment.

To broaden the essence of Business Management and to enhance the managerial skills, this was for the first time that FICCI Ladies Organisation organised a 20 Days Business Management Programme at Federation House, Tansen Marg, New Delhi. The programme was supported by Hanns Seidel Foundation, Germany. The programme was divided in four modules which included Marketing Management in the first week, Financial Management in the second week, Production and Operation Management in the third week and General Human Resource in the last week. The faculties were from the related fields but different sectors.



How to Start an Export Business

Nainital: June 25-26, 2004

New Delhi: July 5-7, 2004

The performance of our exports holds the key to achieve India's goal of globalisation. Government has taken various steps to promote export of Indian goods and this has led to a surge of interest in the export trade by many potential entrepreneurs.

Realizing the importance of exports in today's competitive world, FICCI Ladies Organisation organised a training programme on How to Start an Export Business for young potential entrepreneurs in Nainital in association with Directorate of Industries, Utranchal. The topics covered were, starting an Export Business, WTO's Obligations, Shipping and Air Cargo Facilities etc. A similar workshop was also organised in New Delhi.



Workshop on Packaging Entrepreneurship



New Delhi: July 12-13, 2004 : In a changing world where safeguarding product identity and protecting brand image are biggest challenge for manufacturers, the importance of packaging can not be ignored. It also provides new opportunities for entrepreneurs.

To understand the importance of Packaging and business opportunities therein, FLO organised a workshop on Packaging Entrepreneurship at Federation House, Tansen Marg, New Delhi. The faculties

were experts from the related field and a lab visit was also organized for demonstration of machines and equipments to the participants.

Workshop on How to Start a Leather Business.

Kanpur: July 14-15, 2004

Noida: September 27-28, 2004

Agra: October 11-12, 2004

Leather is an old industry which has a huge potential for exports of products like saddle, furniture, luggage, clothing, shoes, handbags, belts, fancy items and other utility items.

To make young and potential entrepreneurs aware of this industry, FLO, in association with, The National Small Industry Corporation Ltd. (NSIC) organised two workshops on 'How to Start a Leather Business' at Kanpur & Noida. These cities were selected as there is a huge potential of making Leather products due to the availability of raw-materials. A similar workshop was organized in Agra in association with National Chamber of Industry & Commerce. The workshops also provided guidelines to prospective entrepreneurs to get the work done through artisans.

The participants appreciated these workshops especially the locations.



Workshop on Travel & Tourism Entrepreneurship



Thiruvananthapuram: July 26-27, 2004 : The impressive performance of the tourism industry in our country over the past years has demonstrated what the industry can contribute to its gross geographic product growth. Tourism has particularly contributed significantly to the creation of jobs and business opportunities for small, medium and micro enterprises.

FICCI Ladies Organisation organised a two days workshop on Travel & Tourism Entrepreneurship at

Thiruvananthapuram for the benefit of young and local entrepreneurs. This programme was organised in association with The Chamber of Commerce, Trivandrum. The faculty members were called from the related industry.

Fruit Processing Entrepreneurship

New Delhi: August 13-14, 2004 : The fruit processing industry in India is one of the largest in terms of production, consumption, export and growth prospects. The government has accorded it a high priority, with a number of fiscal incentives, to encourage commercialization and value addition to agricultural produce; for minimizing pre/post harvest wastage, generating employment and export growth.

FLO organised a workshop on Fruit Processing Entrepreneurship in New Delhi. Attended by the young and potential entrepreneurs seeking career in this field, the workshop was quite successful.



Workshop on Public Speaking



New Delhi: August 25-27, 2004 : The act of public speaking could be defined as, a talk or address, especially one delivered to an audience. Yet, to many people the notion of speaking in public has the effect of rendering one speechless. Some studies show that many view public speaking as their number one fear. For the first time, FLO organised a workshop on Public Speaking which was divided in two batches. The workshop was conducted by Mr. Abhijit Bhaumik, an IIM, Ahmedabad alumini. This workshop aimed to make people confident in public speaking through presentations and direct interactions.

Workshop on Basic Counselling Skills

New Delhi: September 1-15, 2004 : There are many occasions when counselling is necessary and there is not always availability of time, necessity or the resources to approach a professional. Counselling is often necessary during performance reviews and appraisals, or when harassment issues arise, when employees are suffering from work-related stress, which is affecting their performance and/or morale and most importantly at home. Timely intervention can prevent the loss of valuable relationships, save time and money and improve performance and morale.

For the first time, FLO organised a 10 days workshop on Basic Counselling Skills. This course was designed to develop counselling skills which will enhance the participants' effectiveness in a wide range of situations. These included interpersonal skills, which promote the development of relationships, such as observation skills, reflecting skills, perception, creating space and managing silence in various situations.



Workshop on Business Excellence thru Emotional Intelligence



Coimbatore: August 16-17, 2004

New Delhi: September 29-30, 2004

In today's competitive world, Emotional Intelligence is a set of acquired skills and competencies that predict positive outcomes at workplace. People who possess these are healthier, less depressed, more productive at work, and have better relationships.



FLO organized a workshop on Business Excellence Thru Emotional Intelligence for the benefit of young entrepreneurs and professionals. The faculty was Mr Param Ajjan, an expert in this field and has an experience of 25 years.

A similar workshop was conducted in Coimbatore.

Entrepreneurship Development Programme (EDP) for Craftpersons



Kota, September 6-9, 2004 : Majority of Indian population resides in rural areas. A lot of changes have taken place in the social scenario of their living particularly through arts and crafts awareness programmes, and they now contribute to our economy through their traditional art, craft and heritage. FLO organised an EDP for Carftspersons in association with UNIDO. The objective of this programme was to extend our support to the craft persons to use efficient methods & techniques, to diversify their production and improve marketing strategy. Participants were brought from Kaithun where these weavers are located to Kota for the workshop.

Workshop on Handicrafts & Handlooms Entrepreneurship

New Delhi: October 11-12, 2004 : Handmade crafts and handloom products are an integral part of India's social and economic fabric. India's rich and colorful national heritage stems from these crafts. Millions in known and unknown corners of this gigantic country depend upon handicraft and handloom business for their livelihood, directly or indirectly.



To broaden the consciousness of the entrepreneurs, FLO organized a workshop on Handicrafts & Handlooms Entrepreneurship. This year packaging was added as a new topic in this programme. Mr D P Prahaladkar, Managing Director, K K Mfg. Co. Ltd shared his views as an established Business person.

Workshops on 'How to Succeed in National & International Marketing'

Nasik: October 25-26, 2004 Bhubaneswar: October 28-29, 2004

Jodhpur: Nov 1-2, 2004 Indore: November 4-5, 2004

The importance and relevance of International Marketing cannot be underscored in these days of globalization and liberalization. The concept of 'One World' is in the making if not in the political sense, certainly in the parlance of economic and commercial interaction.



To make common people understand the relevance of Domestic and International Marketing, FLO organized four workshops in four cities. In Nasik, this workshop was organized in collaboration with NIMA, in Jodhpur with Marwar Chamber of Commerce & Industry and in Bhubaneswar and Indore these were organized in collaboration with the Business School ICFAI.

Prof Dr Egon B. Heil Director CBP of Marketing Department, International Studies, Germany, was the speaker for all these workshops. All the workshops were supported by Hanns Seidel Foundation, Germany.



More than 100 participants benefitted from these workshops.

Visit of Head of HSF, Germany



Dr. Rainer Geppert, Head of HSF, Germany, visited India in November 2004. In his honour, Ms. Namita Gautam, President, FLO with the members of the HSF-Committee, organised a lunch-cum-interactive session on 22nd November 2004. Dr. Karl Fischer, Executive Advisor, HSF in India was also present at this meeting.

Workshops on Photography

Coimbatore: November 25-26, 2004

New Delhi: December 4 & 6, 2004

The Workshops conducted on Photography were an exciting experience for the participants. These workshop were conducted for two days each. The first day the participants learnt about the basic theory in the morning session and then went for outdoor photography. The next day the photographs taken by the participants were shown to them. They were told about the deviations in their photographs and the ways and means to improvise them. Mr Bhaskar Mukherjee, Director, The Magic Camera, Delhi was the faculty for the workshops.



FLO Survey on Girl Students

The report of the survey 'Aspirations of Girls Students in Delhi', conducted by FLO with support of Hanns Seidel Foundation, Germany was released on 23rd December, 2004 by Dr. (Ms.) Sayeda Saiyidain Hameed, Member, Planning Commission of India.

After a short presentation on the report by project director Dr. Renu Chopra, Dr. Karl Fischer- Resident Representative HSF, in India, congratulated her for carrying out the study so efficiently. He touched upon the problems faced by Girl students globally and concluded with a Sanskrit Shloka that conveyed a very simple message – 'Endless are the number of Disciplines of learning, Great is the flood of learning, but short is the time'. In her address, Dr. Hameed said that in the current five year plan, as the focus is on 'Sarv Shiksha Abhiyaan', this study was very important and timely. She wished to circulate this report to the Planning Commission Members to help analyze the loopholes and lags in the success of the programmes.



The report has been widely circulated and received a very positive media coverage.

How to Choose a Business

New Delhi: February 22nd & 23rd 2005 : This workshop was conducted by FLO, for the first time, in New Delhi. Experts from manufacturing, trading & service industry shared their views & ideas. FLO also invited two of its members Ms. Ritu Saigal and Ms. Geeta Seth, who are successful entrepreneurs, to share their experiences with the participants. Feedback reveals that it was a very important programme and will help prospective entrepreneurs in choosing right type of business.



Workshop on Personality Development

Siliguri : February 25-26, 2005 : FLO conducted a workshop on "Personality Development" for the first time in Siliguri with the support of HSF. The participants found the workshop extremely interesting and beneficial in developing their personality in a better manner. They requested FLO to organize similar workshop in future also.



Workshop on Event Management – A Career Option

Gurgaon: March 29-30, 2005 : The event management segment has demonstrated an overall growth of over 60% and is further expected to grow by 30% p.a. over next 5 years to a whopping Rs.1443 crore. Development of potential event managers into professional event managers is a need of the hour. The current enthusiasm surrounding events can be transformed from a mere wave and hobby to a tide of success with constant efforts and determination.



In this background, FLO organised this workshop for the first time at Gurgaon. The programme was initiated by Ms. Namita Gautam, President, FLO. Participants were given an overview of the subject. The topics covered were the key elements, designing, networking, pricing, concepts, strategies etc. The speakers were called from various organizations from the related fields.

Farewell to Dr. Karl Fischer

New Delhi : March 31, 2005 : To bid farewell to Dr. Karl Fischer & to welcome Dr. Volker Bauer as the Resident Representative of HSF in India, Ms. Namita Gautam, President, FLO hosted a lunch. FLO committee members interacted with HSF representatives from Germany to review & plan HSF/FLO activities. On this occasion Mr. Reinhold Babel, Director HSF, Germany was also present.



Proposed Programmes for April 2005

April 14 - Kolkata

A Panel Discussion on 'Sports as a Career'

Chief Guest Mr. Sunil Dutt,

Hon'ble Minister of Sports and Youth Affairs, Govt. of India

April 15 - Chennai

A Talk by Dr. Subbrami Reddy, M.P. and Chairman, TTD

April 18 Chennai

A Talk on 'Art as an Investment' by

Ms. Sharan Appa Rao, Proprietrix, Appa Rao Galleries

April 19 New Delhi

21st Annual Session (2004-05)

Meeting with Mrs. Gursharan Kaur

(W/o The Prime Minister of India)

April 20 New Delhi

Annual Session

April 29-30 New Delhi

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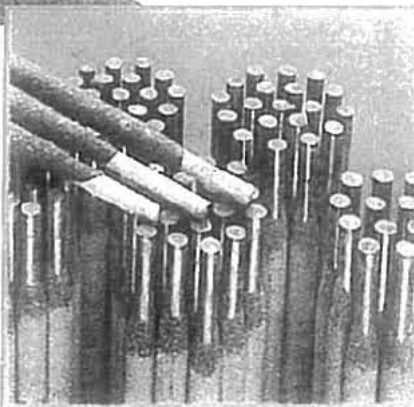
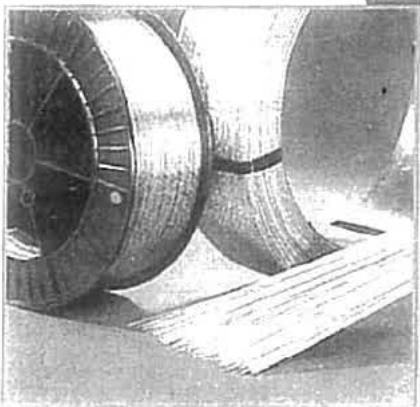
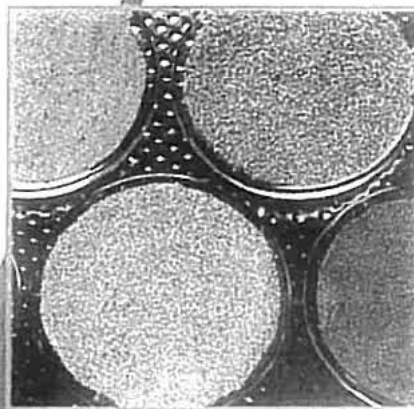


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Nutan Lakhampal Pandit is an associate of The National Childbirth Trust London, and is a Breastfeeding Counsellor with the Breastfeeding Promotion Network of India.

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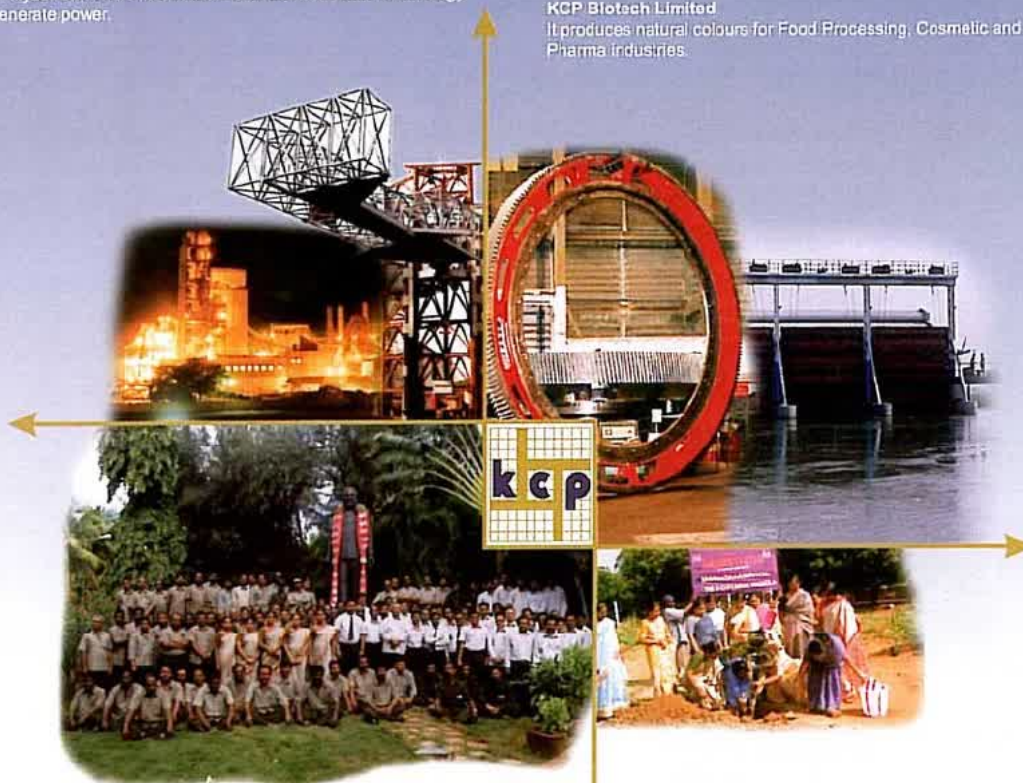
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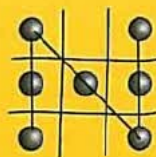
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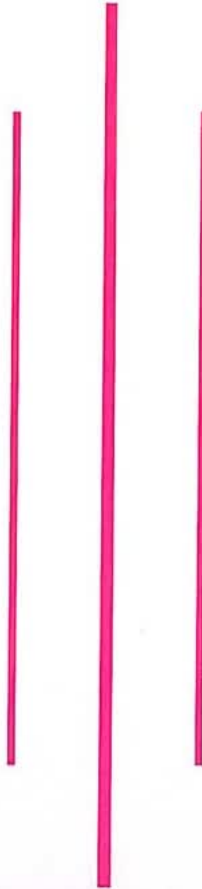
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