



1998-99

16th Annual Session

FICCI LADIES ORGANISATION
FEDERATION HOUSE, TANSEN MARG, NEW DELHI

15th Annual Session FICCI LADIES ORGANISATION

New Delhi

December 10, 1998



15th Annual Session of FICCI Ladies Organisation held on December 10, 1998 at New Delhi.
Ramjethmalani welcomed by Sarpraveen Kaur. Also seen Sudhir Jalan & Dr. Mitra.



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1998-99

FICCI LADIES ORGANISATION
FEDERATION HOUSE, TANSEN MARG, NEW DELHI



Kanchan Gupta
Officer on Special Duty



प्रधान मंत्री कार्यालय
नई दिल्ली 110 011
PRIME MINISTER'S OFFICE
New Delhi 110 011

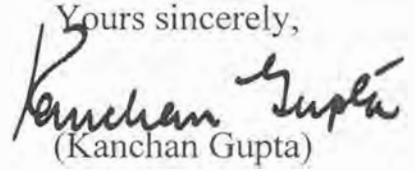
7th February, 2000.

Dear Ms. Somany,

The Prime Minister is happy to learn that the FICCI Ladies Organisation is holding its 16th Annual General Meeting in the fourth week of February, 2000. He commends the good work being done by your organisation.

The Prime Minister extends his warm greetings and best wishes to the organisation.

With best wishes,

Yours sincerely,

(Kanchan Gupta)

Ms. Anjana Somany,
President,
FICCI Ladies Organisation,
Federation House,
Tansen Marg, New Delhi-1.



उप-राष्ट्रपति सचिवालय
नई दिल्ली - 110011

VICE-PRESIDENT'S SECRETARIAT
NEW DELHI - 110011

February 5, 2000

M E S S A G E

The Vice-President of India, Shri Krishan Kant, is glad to know that the FICCI Ladies Organisation is holding its 16th Annual General Meeting during February 2000.

The Vice-President extends his good wishes to all associates and wishes the Meeting all success.

(AJAY MANDLAUS)
PRESS SECRETARY TO THE
VICE-PRESIDENT OF INDIA



FEDERATION OF INDIAN CHAMBERS OF COMMERCE AND INDUSTRY



G P GOENKA
PRESIDENT

MESSAGE

I learnt with great pleasure that FICCI LADIES ORGANISATION is meeting in its 16th Annual Session on February 22, this year.

I have noted, on perusal of the events and activities of the FLO over the past year, that the Organisation has engaged itself in very purposeful and productive activities. It is a matter of great satisfaction that increased and diversified activities ranging from development of entrepreneurial skills to social upliftment and other immensely relevant subjects have been the focus of the FLO and rightly so.

FICCI is proud of our sister organisation. I would like to take this opportunity to compliment the office-bearers and the Secretariat of FLO for the splendid work they have done during the year under report.

The world is changing and changing fast. Women comprise almost half of the humanity. The progress and development of the women folk undoubtedly comes into the realm of important issues, which should be addressed right earnestly without, loss of sight and direction. Any country that will not take note of these requirements would certainly lag behind. It is a matter of gratification that the Indian Government and the society both are conscious about the social and economic empowerment of the women. We in FICCI including the FLO would certainly contribute positively towards that end.

I wish FICCI LADIES ORGANISATION all success in its endeavours in the years to come.

G P Goenka

February 11, 2000

FOREWORD



In the past year, FLO moved ahead actively and excitedly on the THINK GLOBAL ACT LOCAL motto. We implemented the ethos literally, to prospective Masons and Car mechanics, at the grassroots level. While we enunciate some of our activities and achievements, we recognise it was all a drop in the ocean. It is the sustained continuity of FLO programmes that will help reach our objectives of an enlightened more equitable society. And propel us forward by a bit, in assisting with the difficult task of nation building.

Tall, sermonising, philosophy? Absolutely! Works well though when FLO shoulders are applied with sincerity to the wheel. FLO has assisted entrepreneurs in preparing for and managing, change in the work-place, trade, business environments and in their income enhancement. EDPs were conducted with this objective across India, with a broad band of socio-economic groups.

One could fill pages on our activities in the year gone by. I will list some of them briefly to avoid the injustice of a non-mention. Our people really worked hard on making it all happen - for which I am forever grateful. FLO, in essence, helped both men and women to improve upon their kind by enriching themselves.

The more significant milestones, without belittling numerous others, were - the ability to complete 45 workshops with the Hanns Seidel Foundation (HSF), including smaller cities and rural areas. Our gratitude to Mr B K Puri, HSF's Liaison Officer and to Mr R Babel, Deputy Director, HSF Germany for their invaluable support.

FLO's debut programme in infrastructure building at the grassroots level were training programmes for Masons and Car Mechanics. 1999 was a very eventful year; and we covered every major event be it the General elections, the Kargil War or Censorship.

FLO's very lively Interstate Meet at Coimbatore and Cochin was an enriching experience.

At the President's At Home, emotions flowed in abundance when members recounted what FLO had given them in their lives.

Today, when India embarks upon putting its distinct stamp on the changing social, economic world horizon, look at the future with unbridled hope. India's intellectual capabilities have the modern Indradhanush - the Internet and software. A weapon our people can effectively exploit. Future FLO efforts will need to address the need to strengthen our society by giving more people - Pan India - the ability to utilise the merging language of the world - computers. Technology, with unmatched tradition and an unrivalled civilisation is the key.

Thank Mr Sudhir Jalan, Immediate Past President and Mr G P Goenka, President, FICCI for their support. The cooperation of Mr P Murari, Mr V K Topa, Mr Y P Srivastava and specially Dr Amit Mitra were invaluable.

My colleagues at FLO Secretariat Mrs L Varghese and Vaishali Chander had a willingness to work with a smile.

The undaunting support of Mrs Shipra Chatterjee, secretary FLO I will remember forever.

Congratulate Chapter Chairpersons for adding to the glint by conducting excellent programmes. The Governing Body and Past Presidents were always a source of strength while being guided.

I made many friends during this pleasant journey, to whom I remain forever indebted.

Wishing FLO a brilliant future!

A handwritten signature in black ink, reading "Anjana Somany". The signature is written in a cursive, flowing style.

(Anjana Somany)

FLO AWARDS AND THEIR RECIPIENTS

1983

Award for Outstanding Women Entrepreneur

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

Award for Outstanding Women Social Worker

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

1984

Award for Outstanding Woman Professional

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

Award for Outstanding Social Welfare Institution for Women.

The Shardhanand 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 Woman Social Welfare Institution for Women

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

Award for Outstanding Woman Entrepreneur/professional

The Jury decided not to give the Award.

Award for Outstanding Woman Professional

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

Award for Outstanding Social Welfare Institute for Women

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

1989

Award for Outstanding Woman Entrepreneur

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

Award for Outstanding Women Social Worker

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

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

1997-98

Award for Woman Entrepreneur

FLO award for Woman Entrepreneur this year has been awarded to Mrs N.Antha Kamath, Managing Partner, Sanoor Phova and Rice Mills, Sannoor, Karnataka.

Mrs Kamath took up the company after the demise of her husband in 1993. The mills established a reputation for production of quality rice and cashewnut-shell liquid and modernised it with electric automatic weigh-bridge of 30 tones capacity. The cashewnut-shell liquid manufactured by the mills command all India market with large orders from major sectors from Delhi, Bombay, Calcuta, Madras and even Nepal.

Mrs Kamath has not only met the challenge of carrying on her business successfully, but has instilled the right values in her three children.

1998-99

FLO award to outstanding Social welfare Institution for Women this year has been awarded to KASTURBA GANDHI KANYA GURUKULAM.

Kasturba Gandhi Kanya Gurukulam, Vedaraniyam, the dream project of the Salt Satyagrahi Sardar A Vedaratnam and his son Padmashri V Appakutti, was established in 1946 for the upliftment of downtrodden women in the field of education and training in various crafts and industries. Started with few young girls, it now serves more than 2000 girls by providing food, education, clothing, medical attention. With love and care, the project has now grown an elementary school, middle school and higher secondary school, Industrial training school for printing, electronics and agarbathies, and a professional dairy unit. The present Managing Trust is planning to develop a medical college. The Institution has already been awarded - Melvin Jones Fellow Award 1987, Gandhi Rural Institute (Deemed University) Rural Technology Award 1992, Rotary India Award 1996, and Rani Lady Meiyammai Achi Birthday Award 1997.

Member of the present Jury

- | | | |
|---|--|--|
| • Mr. Justice P N Bhagwati
Former Chief Justice
Supreme Court, New Delhi | • Ms. Justice Leila Seth
Former Chief Justice
Himachal Pradesh High Court
Noida | • Ms. V.Mohini Giri
Honey Chairperson &
Vice President,
Guide of Service, New Delhi |
| • Dr. S.K. Joshi
Chairman, Defence Research &
Development Organisation,
Ministry of Defence, New Delhi | • Dr. M.N. Srinivasan
Former Member, Planning
Commission
Sunningdale
Kotagiri Road
Ootacamund | • Mr. Shatrughan Sinha
49, Ramayan Nutan Society
Mumbai |
| • Dr. R.A. Mashelkar
Director General
CSIR, New Delhi | | • Mr. Sudhir Jalan (Ex Officio)
President, FICCI
New Delhi |

1998-99

FLO award to Outstanding Woman Professional this year has been awarded to MRS. PADMA MADHURANATH.

Mrs. Padma Madhuranath, Scientist-F, National Aerospace Laboratories, Bangalore is presently the Group Leader of Flight Simulation Group, Flight Mechanics and Controls Division. She has made an outstanding contribution and is perhaps one of the very few women in the world, in the area of flight simulation of a combat aircraft - a tremendously important aerospace technology for the country and one that has shaped the development of the Control Law for India's Light Control Aircraft. It is to the great credit of Mrs. Padma Madhuranath that she has built a top class Engineering Simulation Facility at National Aerospace Laboratories consisting of an engineering cockpit, high quality visuals, complex aircraft modelling software and an excellent data bleed system. Mrs. Padma Madhuranath has also proved to be a great leader in motivating a small team of scientists to contribute their very best to a highly important national and strategic programme.

Ms Rehana Jhabvala is the Secretary of SEWA. A Harvard graduate, she has played a key role in extending SEWA's trade union work among woman at grassroot level.

190

ward for Outstanding Woman Professional

The FLO Award for Outstanding Woman Professional was shared by Mrs. D.Lakhmi, Bharat Electronic Limited, Bangalore and Dr. Mrs Rugmini Sankaran, Director of the Defence Food Research Laboratory, Mysore. Mrs D.Lakshmi received the FLO Award for 1990 in recognition of her outstanding work in the field of computer simulators.

Dr. Mrs. Rugmini Sankaran shared the FLO Award for 1990 in recognition of outstanding contribution in the field of microbiology and milled products, especially in the field of processed foods.

ward for Outstanding Social Welfare institution for Women

The Jury decided not to give the Award.

191-92

ward for Outstanding Women Professional

FLO Award in the field of Outstanding Woman Professional has been given to Mrs. Lakshmi G.Menon, B.Sc., DMIT Electronics. She has to her credit planning, installation, testing and maintenance of SPC computer controlled exchange of VSNL including telex, telegraph telephone and data exchanges.

192-93

ward for outstanding Woman Social Worker

The eminent jury has decided to present the Outstanding Woman Social Worker Award to Mrs Jayalakhmi, Secretary, Multipurpose Industrial Cooperative Society Limited, Bangalore. Her deep commitment to the cause of socio-economic welfare of downtrodden with particular concern for women and children, has been relentlessly striving for over 45 years of her life.

193-94

ward for Outstanding Woman Entrepreneur

Ms Jayshree Aswinkumar, Managing Director of Shree Mahila Sewa Sahakari Bank, Ahmedabad received the Award for Woman Entrepreneur for Integrated Social Security Scheme for women working in informal sectors for various technical and Housing Finance Schemes for poor self-employed women and for managing savings groups of poor women in more than 300 villages in three districts of Gujarat.

194-95

ward for Outstanding Women Social Workers

The Outstanding Woman Social Worker Award shared by Mrs Latha Pandey with deep commitment to the cause of socio-economic welfare of the downtrodden with particular concern for women and children, is relentlessly striving for over 20 years.

Mrs Shaila Dwarkadass Lohiya, Executive Member of Manavlok, an experiment in rural reshaping and project holder of MANSAWINI women's project.

195-96

ward Outstanding Woman Entrepreneurs

Outstanding Woman Entrepreneur award for 1995-96 was given to Mrs Rajeshwary Ramakrishnan, Managing Director, Jeypore Sugar Company Limited, Madras for successfully managing Industries, with high degree of competence. Today, the sugar factory managed by her is one of the ten largest sugar factories in India. She is also in ferro alloys, starch, industrial alcohol, carbon dioxide and superphosphate etc. Mrs Ramakrishnan has great interest in educational and social fields.

196-97

ward for Outstanding Women Professional

The 1996-97 FLO Award for Outstanding Women Professional was given to Mrs Sangeeta Agarwal, Managing Director, Nakamichi Securities Ltd., Calcutta for establishing a stock-broking company with a success public issue and whose shares are listed on three stock exchanges. Mrs Agarwal is a qualified Chartered Accountant. She has already received a number of prestigious awards, including the Indira Gandhi Priyadarshini Award.

PROGRAMME HIGHLIGHTS

Women Today Balancing Their Dual Roles-Career vs Home, New Delhi : Jan 29, 1999

The dignitaries who participated in the Debate were Ms. Sushma Swaraj, Ms. Nalini Singh, Mrs. L. Prabhu, Mrs. Minna Kapur, Mrs. Priyanka Agarwal, Mr. Karan Thapar, and Mr. Suhel Seth. To make it meaningful and interesting the panellists were drawn from diverse backgrounds. The debate was lively and greatly appreciated by those present.



Debating the Debate.



L-R Chandra Garodia, L. Prabhu, Karan Thapar, Sushma Swaraj, Anjana Somany, Nalini Singh, Suhel Seth, Minna Kapoor, Priyanka Agarwal

Khajuraho

FLO sponsored a delegation to Khajuraho from 6th to 8th February to participate in the city's millennium celebrations and 25 years of the dance festival, which were organised in great detail as the President of India was going to be present for the opening. Participating members were overwhelmed with the special treatment meted out to FLO members who were invited to all the special ceremonies and had access to the VVIP enclosures. A Tree Planting ceremony with the First Lady, Mrs. Usha Narayanan was exclusively arranged with members of FLO. This was also an opportunity to meet Mr. Digvijay Singh, Chief Minister of Madhya Pradesh and Ms. Uma Bharti M.P. Both extended their cooperation for FLO programs. The Eicher Group – hosts of the dance festival and Promilla Poddar, Convener Millennium celebrations – Khajuraho helped make this trip memorable. Orchha was the last stop and the group returned very satisfied.



Anjana Somany presenting memento to the First Lady - Usha Narayanan. Also seen Digvijay Singh and Kanti Poddar.



Tree planting at Khajuraho



First Lady & Uma Bharti interacting with FLO members.

Pakistan Delegation

An all women delegation from Pakistan visited India in the month of February. On the request of Sheikh Magoon from Prime Minister of Pakistan's Office and Ex-President of SAARC Chamber of Commerce. A very comprehensive programme was laid down for the visiting delegates. They were able to meet the Lieutenant Governor, Chief Minister of Delhi and made a memorable visit to the Rashtrapati Bhawan where the First Lady interacted with them in the beautiful surroundings of the magnificent building and charming Mughal Gardens. Mrs. Asha Ahuja & Mrs Usha Som Dutt each were gracious enough to host a grand lunch for the visiting guests.



Usha Narayanan greets Pakistan Women's Delegation

Visit to SPL Ltd., Bahadurgarh : March 10, 1999

On 10th March 1999 a visit to SPL Ltd - the manufacturer of Somany wall and floor tiles was organised. This coincided with the FLO/HSF one-month long training programme for masons.

After a welcome by Mr Shreekant Somany, Managing Director, visitors were shown around the plant by Mr Abhishek Somany, Senior President of the Company. The Organisation reflects its serious

concern for the environment and its unwavering commitment to excellence, in its various processes and in employee care which was rewarded with both ISO 14001 & 9002 certifications. The enormous range and variety of sizes and designs of ceramic tiles on display was both exciting and amazing. Members were served lunch in the beautiful surroundings.



Anjana Somany welcomed by Shreekant Somany

Shahjahanabad - The Twilight Years

History is the backbone of India. Conservation of India's heritage and culture should be an area of concern for us all. To discuss the subject FLO organised a Panel Discussion and screening of the Film



L-R : Renuka Shah, Ajai Shanker, Anjana Somany, Sonjoy Roy & Shipra Chatterjee.

"Shahjahanabad The Twilight Years – 1850 – 1947" directed by Mr. Sanjoy Roy of Teamwork Films on 23rd April. Mr. O

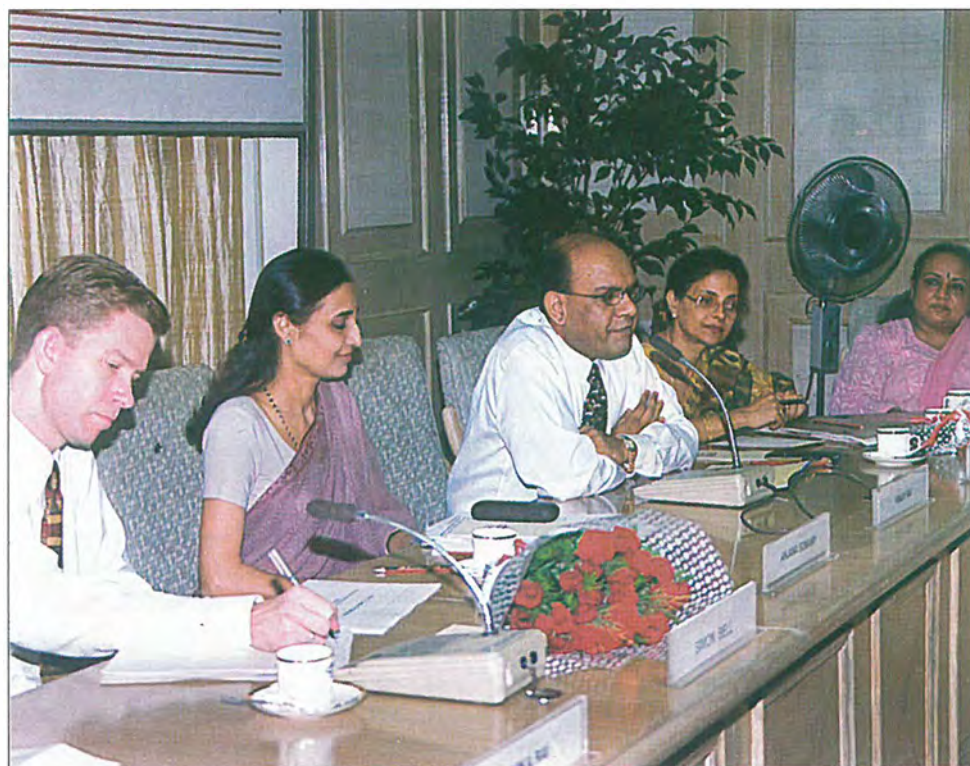


O.P. Jain discusses conservation.

P Jain, convenor, INTACH, Delhi Chapter and Mr. Ajai Shanker, Director, ASI brought to our notice the need for organisations such as ours to get involved in this area. Mrs. Shubhra Gupta, Past President, FLO graciously sponsored the entire programme which could not have been held otherwise.

Why the Current Hype in Knowledge Based Industries

Information Technology has brought the greatest revolution that is changing the face of the world. What is information Technology ? How is it going to transfer the quality of services ? To discuss this



L-R : Simon Bell, Anjana Somany, Vinay Rai, Shipra Chatterjee.

FLO organised a Talk on "Why the Current Hype in Knowledge based Industries – Opportunities for Growth" on 12th July. Mr. Vinay Rai, Chief Managing Director of Usha India Ltd. and Mr. Simon Bell, Principal Consultant of A T Kearney Ltd. Spoke on the subject. The meeting was an eye opener and we thank Mr. Vinay Rai, our colleague at FICCI for coordinating this programme for us and Mrs. Malvika Rai, member, Governing Body, FLO for sponsoring it.

TRADE - TO JAPAN AND HONG KONG

7-14 April 1999

FLO took a 12-member delegation to Japan at the invitation of the Tokyo Chamber of Commerce and Industry's Business Women's Club which was celebrating its 50th anniversary. An amazing 1600 women participants from around the globe participated in the event! Mrs Anjana Somany, President of FLO and head of the delegation had the distinct honour of sharing the dias with leading personalities of the corporate world. Ms Christie Hefner, Chairperson of Playboy Enterprises; Mr Luciano Benetton, President of the Benetton Group; Mr Nobuyuki Idei, President of Sony Corporation,

and such others. Her paper "Responsibilities and Roles of a Corporation" generated a lively Question-Answer session, with a majority of questions being fielded to the Indian delegation, which gave them an opportunity to express their views first hand.

Mr Jiro Aiko, Chairman of Standing Committee of India - Japan Joint Business Cooperation Committee and Advisor to the Sony Corporation, hosted an exclusive dinner for the FLO delegation, also attended by a



FLO delegate with Christie Hefner

large number of businessmen and women of Indian origin as well as representatives from Chambers of Commerce and Business Women's Club of TCCI. Ms Kiyoko Koizumi, Chairperson of the Business Women's Club, welcomed the Indian delegation and thanked them for supporting the convention by their participation.

The delegation called on Mr Horoaki Fujii, President of Japan Foundation, who acquainted them about the activities of the Foundation which was to encourage exchange of cross-cultural programmes. He won the delegates over with the information of the existence of a museum near Tokyo having a permanent collection of Indian Mithila Art!

The FLO delegation called on Mr Siddharth Singh, Indian Ambassador in Japan and appraised him of FLO's activities which brought about surprise, followed by applause. He also briefed the delegates of the present trend as well as future scope of Indo-Japan trade prospects. A dinner was also hosted for the delegation by Mr T Darlong, First Secretary (Economic & Commercial) of the Indian Embassy. Another dinner was hosted by Ms B K Teja, First Secretary (Trade) of the Indian Embassy in Japan.

Mrs Anjana Somany invited Ms Teruko Suda, an authority on Japanese arts and crafts over dinner to acquaint the delegates on the role played by their Council in designing and production of arts and crafts in order to secure global markets. The delegates appreciated the technical advancement



Celebrations with Saki



FLO delegates in Kyoto

of Japan balanced by an intense appreciation of their tradition and culture. The delegation also visited Mikimoto Pearl Island which is where the world famous Mikimoto pearls are garnered.

The delegation followed their visit to Japan with a two-day stop over at Hong Kong. Ms Veena Sikri, Consul General of India for Hong Kong held a meaningful meeting with the delegates. They also were received by Mr Nigel Chin, Manager (External Relations) of HKTDC who informed them of the tremendous number of promotional events world-wide that are held in order to attract at least 7000 exhibitors over the year! The meeting was followed by a visit to the Gift Fair where Ms Amy Cooper of HKTDC took the delegates around.

The Hong Kong Indian Women's Club headed by Mr Purviz Shroff invited the FLO delegation for a luncheon meeting at the prestigious Hong Kong Country Club where both sides presented their range of activities in the socio-economic field. The delegation also met Mr M Arunachalam, President of the International Chamber of Commerce along with other members, who included business women, bankers and representatives of international bodies and trading houses. It was an eye opener for all present about the emergence of Indian women into the mainstream of Indian business.

It was a great honour for the delegation to be invited to a luncheon meeting hosted by the Indian Association headed by Mr Ramesh Mahatani, where the Chief Guest was Ms Anson Chan, the first woman to be elected Chief Secretary, HASAR. This meeting provided the delegates with the opportunity to interact with many important businessmen with whom useful contacts were established.

This was a fitting end to an extremely successful tour, where an emerging face of Indian women in nontraditional areas was projected and useful contacts were made.



Japanese delicacies at a sit down banquet



Kabuki performance



L-R : Diahann Lassus, Anjana Somany, George Fields, Takuya Okada

THE ENNEAGRAM

A four-day workshop on “The Enneagram” was conducted by Br. (Dr.) Brendan Maccarthaigh for the benefit of the members. The ‘Enneagram’ is a Greek word which means ‘9 points’. What we are probing is that mysterious thing, Personality. It specifies that every human being has 9 personalities each having a healthy, average and an unhealthy characteristic. This course was an identification, celebration and development of one’s self with this new awareness. The programme was a great success and many members have requested that we offer this once again to those who were unable to avail of the opportunity.



Dr. Brendon Mc Carthaigh with participants

KARGIL & BEYOND

To discuss Kargil and details of the operations and external reactions to the conflict. FLO organised a Talk on “Kargil and Beyond” by Prof. Bharat Karnad, Research Professional, National Security



Prof. Bharat Karnad discusses the 50 day war

Service, Centre for Policy Research, New Delhi, being a defence analyst he spoke boldly and provided food for thought by his controversial remarks. Participants went back having a larger perspective and some real solutions.

'ROLE OF MEDIA IN INDIA'S DEMOCRACY'

ew Delhi: August 17, 1999

A panel discussion on "Role of Media in India's Democracy – The Electoral Process" was organised in Delhi. Mr Pramod Mahajan, Hon'ble Minister for Information and Broadcasting, Government of India was the Chief Speaker. Introductory remarks were given by Mrs Indu Jain, Chairperson, Times of India in her capacity as a Newspaper Owner. The panel members were, Mr Shekhar Gupta, Editor in Chief Indian Express, Mr Vinod Mehta, Editor in Chief, Outlook who represented the print media and Mr Rajat Sharma Independent News Service represented the Electronic media.



Anjana Somany presenting memento to Pramod Mahajan

Mr H.K Dua, Ex-Editor of Hindustan Times, Times of India and Indian Express was the Moderator.

Mrs Indu Jain opened by arousing the 'Shakti' in women and said that women's empowerment was critical for any kind of progress. The open minded, and serious Mr Shekhar Gupta reinforced the need for a responsible Press, which exercised its freedom not as a license to be abused. Mr Vinod Mehta, well known for being the leader of the best pack, has given rival magazines a run for their money after taking over the reigns at Outlook magazine.



L-R : Rajat Sharma, Vinod Mehta, Shekhar Gupta, Indu Jain

style. Hon'ble minister Mr Pramod Mahajan stole the show by addressing the audience with his crisp and convincing remarks. His commitment to ensuring that India surges and stays ahead was abundantly apparent.

Mr Rajat Sharma charmed the audience with his sparkle and inimitable disarming



'CINEMA AND SOCIETY'

New Delhi: September 7, 1999

Cinema is a very powerful medium. Indian Cinema not only survived the ongoing conflict with the electronic media, but has also retained its hold in being called the architect of modern India. What role does Cinema play in shaping values? What is responsible cinema? What is the influence of cinema on your child and the controversial issues of censorship? A very lively panel discussion on 'Cinema and Society' was organised by FICCI Ladies Organisation on 7th September, 1999 at New Delhi. The programme was Inaugurated by Mr Shyam Benegal, Film Maker. The eminent panelists were Mr K K Modi, Past President FICCI; Mr Mahesh Bhatt, Director & Producer, and Mrs Urmila Gupta, Executive Director of STAR TV. The moderator was Mr Uday Kaushish, Director, Sheila Theatre.

The programme started with the lighting of the lamp by Mr Shyam Benegal and with the release of the FLO News Letter 'FLO UPDATE' by Mr Mahesh Bhatt, Mrs Anjana Somany, President, FLO gave the welcome speech. It



Mr Mahesh Bhatt releases FLO Update Mr K K Modi & Mrs Anjana Somany look on



Shyam Benegal inaugurates while Urmila Gupta looks on



L-R : Chandra Garodia, Shyam Benegal, Uday Kaushish, Urmila Gupta

was followed by the Special Address given by Mr K K Modi followed by the discussions. Mr Shyam Benegal conceded that the right to free expression came with a social obligation. Criticizing the censor board, both Mr Benegal and Mr Bhatt felt that censorship was increasingly becoming an instrument of the State. Speaking about 'Cinema in Your Home' Ms Urmila Gupta said that the free flow of information facilitated by technological developments had created a situation wherein the State needed to review its role vis-à-vis cinema.

INTERSTATE MEET

Coimbatore & Cochin : September 25-27, 1999

This meet fulfilled FLO's objective of interaction amongst its members across the country and a continual exchange of views of the fraternity. Participants, over 50, came from Delhi, Calcutta, Chennai and Coimbatore. Congratulations Coimbatore Chapter for hosting an exceptional Meet.



L-R : Usha Krishna, Indira Dutt, Anjana Somany, Renuka Shah, Surekha Kothari, Shipra Chatterjee, K. Sunitha welcomes

The action packed Meet covered an appraisal of FLO activities by Mrs Anjana Somany which became a catalyst for many new members actually joining FLO. We visited Lakshmi Spinning Mills, one of the strong foundations for today's industrial Coimbatore, now nicknamed South India's Manchester. Visits to the Shridharani gallery and the ancient temple at Perur were followed by a dinner hosted for the delegates in typical South Indian warmth.

An overnight visit to Conoor and Ooty included trips to the Glendale Tea Estate and the Needle Factory. Visit to the Toda village acquainted us with this ancient culture. Cool weather and delightful garden homes of members raised our spirits.

Delegates proceeded to Cochin via the famous temple at Guruvayoor where we participated in the one lakh lamp lighting ceremony. Excellent darshan coupled with the elephant procession made the trip truly worthwhile. In Cochin we visited places of tourist interest such as the oldest church in India, Jew Town and a the Synagogue. Kerala delicacies could be tasted at the special lunch and the backwater boat ride enabled us to see the Chinese fishing nets and the gorgeous sunset!



Kalaripayatu performance

Judo, Karate and other martial arts owe their birth to Kalaripayatu. An exclusive evening with performances of this style was arranged at a charming hotel of Cochin. Members dispersed very fulfilled after the Meet.



Namita Gautam with Todas

GREAT INDIAN MIDDLE CLASS

November 99'

In a large country like India, 300 million people belong to the middle class. They have a definite say in the economic, social, cultural and political development. Therefore it is important to understand their psychology and behaviour. FLO invited Mr Pawan Varma a senior and distinguished diplomat, an accomplished writer and author who also wrote '**The Great Indian Middle Class**'.

Mr Varma very sarcastically remarked on the behaviour and psychology of the Indian Middle Class. He warned that indifference for the real problems will lead India into a state of anarchy.

Mr Varma's talk and interaction was enlightening and beneficial to all of us.



L-R : Chandra Garodia, Pawan K. Verma, Anjana Somany

FELLOWSHIP MEET

New Delhi : December 23, 1999

The December meeting was a **President's At Home**. President Mrs Anjana Somany, kept this fellowship meet for interaction amongst the members of FLO. Members had an opportunity to meet each other and new members got acquainted with the old ones. Those who benefited from the membership of FLO, elaborated on their experiences. There were emotional moments when some of them informed that gathering that they were what they are today because of the training programmes offered at FLO. It was suggested that such meetings should be made an annual feature.

WHAT'S AHEAD IN INDIA SECURITY : THE GOOD, THE BAD AND THE UGLY

New Delhi : January 31, 2000

Many events took place in the last one year in India such as the Bus Diplomacy, Kargil, Hijacking and the Arrival of the Karmappa. We are therefore, forced to review India's security systems and our relations with our immediate neighbours. Also India's new status as a nuclear power and its policy of having credible nuclear deterrence has changed the security scenario in South Asia.

FLO invited Professor **Kanti Prasad Bajpai**, Associate Professor of Disarmament Studies in the Centre for International Politics, Jawaharlal Nehru University for a talk. He specialises in International Affairs and Indian Foreign and Security Policy and is a regular commentator in the Indian media. Mr Bajpai's analysis of the prevailing security problems of India gave the participants an insight into the deeper political and economic realities behind the scene. There was a better understanding about important issues such as the widely debated possible signing of the CTBT by India. In his very charming style he divided the talk into the good, bad and the ugly of India's relations with its immediate neighbours. This gave participants a larger perspective of the issue and its enormity.



Kanti Prasad Bajpai addressing FLO

THE LANGUAGE OF SYMBOLS

An Introduction to Artistic Metaphor and Meaning in Early India

New Delhi : December 14 & 15, 1999

Chennai : December 21 & 22, 1999

Bhopal : January 27-29, 2000

Symbols have their own universal language much more pervasive than modern communication. The need and ability of Symbols to convey expression was pronounced as critical in early time. Mankind has somehow continued with this form of expression around the world, going beyond conventional language. The Lotus, the Tree, the Snake, the River, Earth and Mother are only some part of the cornucopia of expression through symbols.

FLO took advantage of the visit of Mr Naman P Ahuja to India. Mr Naman is presently co-tutor of the Arts of India Course run jointly by Christies and SOAS (School

of Oriental and African Studies) in London. During the audio-visual

sessions the language of symbols as seen in the ancient sculptures and paintings were explored. These symbols have never been used arbitrarily; behind them lies the whole world of considered thought to which these lectures were an invitation.

In Delhi and Chennai lecture sessions were followed by field trips to various museums. Commissioner Museums accompanied the group in Chennai and very graciously lend us their premises for

lectures. As a continuation of this programme 20 members travelled to Bhopal to supplement these series with actual site visits. World heritage Buddhist site Sanchi was the crowning glory of the trip. Other sites visited were - Satdhara (Buddhist Stupa site), Udayagiri (cave temples), Bhimbedka (neolithic cave paintings), Bhojpur Temple (largest Shivalinga of India), Vidisha Museum, Bhopal Museum, Bharat Bhawan and Manav Sangrahalaya. Seeing all these through the eyes of a scholar made a real difference!



Tribal Habitat at Manav Sangrahalaya



Teacher at Udaygiri Caves - Bhopal



Participants at Bhimbedka - Caves with neolithic age paintings

EMPOWERMENT OF WOMEN BILLS 1999

with an Objective of 33% Reservation for Women in Parliament

Fifty years after the Indian Constitution guaranteed gender equality, the majority of women in India continue to be oppressed by extremely repressive institutional and social structures. The need to articulate a clear and well-defined political space for women to address issues of exploitation and inequity is therefore very vital. That the demand for 33 percent reservation for women in Parliament and in the State Assemblies should become such a contentious issue, is a tragic comment on the real status of women in the country today.

What is really at issue here? The bill has been raised several times in the Lok Sabha since 1996. Each time it was introduced, it met with resistance in the form of divisive politics, blatant opposition as well as by less civilized unparliamentary methods such as verbal attacks, checking and other kinds of intimidation that led to the shelving of the motion. The intransigence of the opponents of the Bill is a clear sign of their deep – seated insecurities and the unwillingness to share power with a constituency that represents nearly half the population. It also demonstrates the prejudices of an essentially patriachal society that obviously has little concern for the marginalisation of women and perhaps even their elimination. (Consider the number of deaths from female feticide and infanticide) There is also a very real fear that more women in politics would endanger the public and private role of men and undermine existing power structures and gender relations.

The specious argument that democracy guarantees equality has been demolished in the face of continuing violence against women. Whether it is the issue of rape, dowry deaths, discrimination against girl child or the continuing inaccessibility of women to basic services such as water, sanitation, health, education and even credit and employment, the scales are constantly loaded against them. Affirmative action is therefore a necessity, as it will at least force increased attention on these issues. It is a well-known fact that all the major legislation concerning women's issue have been pushed through by women politicians.

There is also a growing body of evidence that suggests that in States like Karnataka where the Panchayati Raj Act has been implemented there is a qualitative difference in the participation of women in village bodies. Although one cannot make generalisations, by and large the increased participation of women in panchayats has had a positive effect on very basic and important issue such as improving water supply, building better roads and building classrooms for their children. Participation in local governance also means that women can intervene in critical issues of violence and exploitation at the local level. This is almost always an uphill task, and there are far more stories of failure than of success and empowerment. However, even the odd example where women's intervention or organising has had a positive effect, it is an encouraging indication that their presence can make a difference. The courageous stance taken by a woman sarpanch, Gundiyabai in a remote village in Madhya Pradesh, to hoist the national flag on Independence Day last year despite stiff opposition that came from local upper caste men is a case in point. It shows that women, however powerless, are willing and determined to fight for the articulation of their rights. Writer and journalist P. Sainath who first highlighted Gundiyabai's struggle, also suggests that caste and power structures in villages will not dissolve when the control of resources within these systems remains as undemocratic as ever.

National democracy does not ensure parity and equity. In a country where the sex ratio is shockingly weighted against women because of the systemic discrimination practiced against them from the moment of birth, a mechanism such as reservation is imperative. Even as a temporary measure, a time-bound plan of affirmative action that would reserve seats for women in Parliament and State Assemblies would mean a collective effort in the direction of enhancing women's presence and participation in decision making. This will definitely help to transform the practices and processes of

institutions that currently ignore gender dimensions.

The arguments that women in power have not demonstrated any tangibly different qualities than their male counterparts, is only a convenient way of forestalling the real issues involved in power sharing. Are corrupt, self-seeking men prevented from aspiring to political office because of perceived drawbacks in their character? This is not to justify the wrongdoing and culpability of some women in political life, but it would be a grave error to set aside because of specious sentiments, an agenda of action that would qualitatively affect the lives of women. In the face of a growing feminisation of poverty, bolstered by iniquitous social and economic structures, delineating a specific political space for women from where they can articulate their own destinies becomes extremely critical.

**Article by Mrs. Nirmala Lakshman,
Joint Editor, The Hindu**



Anjana Somany addressing IMC ladies wing. On her left IRMA CHINAL - President. On her right Anju Mittal

INVITATION FROM INDIAN MERCHANTS CHAMBER - LADIES WING

In December Mrs Anjana Somany, President, FLO was invited by the IMC Ladies Wing, Mumbai to address their members. They requested her to elaborate upon the paper she had presented in Japan. This pertinent topic "Primery Role and Responsibilities of a Business House" was well received by the gathering.



THE HANS SEIDEL FOUNDATION IN INDIA

FLO's association with the Hans Seidel Foundation (HSF) began in 1995-96 with two programmes being held annually. Our sincerity in conducting the successful programmes led to an increased participation with the Foundation. Today the programs held in association with HSF are almost fifty in number annually. The sponsors encourage us to move to smaller cities and the rural areas where the benefits from these programme are greater, as these cities have lesser opportunities for such exposures. Programmes are always offered in comfortable surroundings with the best faculty possible. For all this a bare minimum is charged which cover only the administrative costs. The popularity confirmed by the increased number of participants from whom we encourage a feed back to enable us to improve. I would like to place on record our gratitude to Mr R Bable, Deputy Director of HSF Germany his support. Thanks are due to Mr B.K.Puri the Foundation's Liason officer in India, who is always there to advice us on how to adhere to the guidelines, laid down by the Foundation. The Hans Seidel Foundation (HSF) is named after the late Dr. Hans Seidel (1901-1961). He was Chief Minister of Bavaria (1957-60) and party Chairman (1955-61) of the Christian Social Union (CSU).

The HSF was founded in 1966 in Munich and has the legal form of registered society. It is one of the youngest amongst the four German foundations in India. The Foundation has five wings: 1. The Academy for Political Science and Contemporary History; (2) The Institute for Adults Civil Education (3). The Institute for Foreign Relations; (4) The Scholarship Organisation, and (5) The Institute for International Contact and Cooperation, Which is represented in India through its Liason Officer in New Delhi. The HSF has Liason Officer in more than 60 countries and project Officer in about 20 centres, including Beijing, Moscow and Washington DC. The Foundation receives grants from the Federal Republic of Germany and free State of Bavaria; its activities are non commercial, non-profit-making and its accountants are subject to constant monitoring by the Federal Audit Office. Objectives: With a view to promoting knowledge and awareness, the HSF support projects in the areas of community development, education, health and environmental awareness, management training and Institution building. The HSF also provides support for Seminars, Symposia and Presentations, in order to help people help themselves, and further up-date their qualifications, skills and capabilities. The HSF co-operates with a partner organisation; since 1996 we have been associated with the FICCI ladies Organisation (FLO) New Delhi and supporting their educational projects. The Foundation's educational programmes are intended to (i) invoke thought process and provide motivation and awareness for independent action and (ii) train the participant to enhance their level of competence, to enable them to tackle their professional problems with confidence, and become self-reliant. The HFS endeavors to invite suitable faculty from India and Germany-persons who have didactic experience, and who are recognised experts in their respective fields.

GEMS & JEWELLERY

Jaipur : December 21 – 23, 1998, New Delhi : March 5-7, 1999
Surat : October 21-23, 1999, Mumbai : January 10-12, 1999

The first training programme held during 1998-99 was a workshop on Gems & Jewellery, in Jaipur – the city of gems. Participants were given a complete overview of gemology and jewellery designing right from classifying and identifying various gems, along with their trade and technical names. They were also taught to recognize, evaluate and enhance various gemstones, and the instrumentations used in gem identification.

Experts from NIFT and Jewellery makers imparted a good idea of jewellery designing and making, thus making the course both interesting and useful. In the end, the participants were advised on how to sell jewellery and also of export-import facilities.

As the course was very popular and of great interest, it was repeated in New Delhi, Mumbai and also in Surat with different faculty members. We had to disappoint over 200 aspiring participants. This has encouraged us to repeat this programme.



L -R : Chandra Garodia, Chotte Bharani, Anjana Somany, Shipra Chatterjee

FRUIT & VEGETABLE PROCESSING

New Delhi : March 31, 1999, Nasik (Mah) : March 23-24, 1999
Shimla : June 28-29, 1999, Amritsar : July 15-16, 1999

One of the fields that FLO gave great importance to was the food processing industry – a growing sunrise industry that hopes to realize India's vast potential, so that the benefits of India's industrialization reaches the villages, where the majority of the Indian masses reside.

A workshop was held in New Delhi on December 28 – 29 and repeated again on March 31 because of the overwhelming response to the programme. In December, Mr. Bhatnagar, Secretary in Ministry of Food Processing Industries inaugurated the programme. That was followed by an interesting and informative talk on new vistas in the food processing industries. Participants were given a complete overview of the industry. They were then advised on the techniques of marketing of the products and the methods of procurement by representatives from Mother Dairy and Alfa Laval. Food items,



L-R : Shobha Bachav, Suchitra Sarda, B.K. Puri, Shipra Chatterjee

being perishable, need specialized training and care in packaging, and this was provided by experts from companies like Tetrapack India. Mr. Jindal from PNB Advised them on the various formalities on how to receive financial assistance from banks to establish new units. The workshop was followed by a factory visit to 'Safal' to enable all participants to gain practical knowledge. In March, the workshop was conducted by Ms. Geetu Verma, Frito Lay – a Pepsico group company.

In keeping with FLO's objectives of taking its programmes to smaller cities, a workshop on 'Fruit & Vegetable Processing' was carried out in Nasik in March, and repeated again in Shimla and Amritsar. These venues chosen, were important agricultural centers, where participants would be able to benefit most. The faculty consisted of experts in their fields. In Nasik, representatives from Entary Texofood Industries. Apeda, American Dry Fruit Ltd. and Bank of Maharashtra were among the faculty and participants visited the Fortune Food Ltd. in Tehsil Dhindhori.

BASIC PHOTOGRAPHY AND PHOTOGRAPHY AS CAREER OPTION

New Delhi : March 18-19, 1999

In keeping with FLO's objectives of training people to be self sufficient, a 2 day workshop on Basic Photography and Programme was inaugurated by Mr. Rohit Chawla (Fashion/Advertising photographer). Participants were advised on the types of cameras, lenses, exposures, flash, filters to be used and composition on photography as a medium of expression and on Photo Journalism. They were also given general information on market lab facilities, on entering contests, holding one's own shows, career options in India and use of studio lights. We were lucky to have an enlightened faculty consisting of Mr. Bhaskar Mukherjee (Consultant, Thought Waves), Mr. Ajay Mehta and Mr. Pran Mehta of Mahatta Camera Corporation and Mr. Prashant Panjiar of Outlook. The workshop was very well attended and popular, and it was followed by distribution of certificates.



L-R : Rohit Chawla, Anjana Somany, Ajay Mehta, B.K. Puri

TRAINING PROGRAMME AS HOW TO START A LEATHER BUSINESS

allandhar : May 10 – 14, 1999, Kanpur : November 15-19, 1999

A five-day training programme on How to Start a Leather Business in both cities was organised due to popular demand, ably sponsored by the Hanns Seidel Foundation of Germany.

A healthy number of participants were taught to identify various types of leather as well as their sources and properties. They were also familiarised with costing procedures and marketing techniques in domestic and international markets. The viability and profitability of starting a small scale industry for leather exports was emphasised. Training programmes at both cities were followed by factory visits. At Kanpur, the programme was conducted by Mr J P Khanna, an expert on leather technology. These extremely successful programmes encourage repeats in the future of FLO training programmes.

HRD AS A CAREER OPTION

New Delhi : July 20-21, 1999, Calcutta : August 30, 1999

Only recently have we in India, realized the importance of motivating the individual, as a work force in order to realize the full potential of our industries. HRD, thus, has become an integral part of industrial relations. A workshop on HRD was organised by FLO on 20-21 July in New Delhi. The inaugural address was given by Mr. S L Bhambri, Head – HRD, Institute, BHEL. He also provided participants an insight of the overview of HRD, Role of HRD in industry, HR Consultancy, and Corporate

and Plant HRD. He also taught them how to understand people, identify their personal skills and the use of psychometric tests.

Subsequent lectures gave participants an insight on recruitment, job analysis, selection criteria, interviewing skills, final placement, goal programming and personnel function. They were also taught how to handle performance management, training programmes, role of employee counselling and HR Information Systems. Importance was also given to Industrial Relations - the backbone of Factory Management.

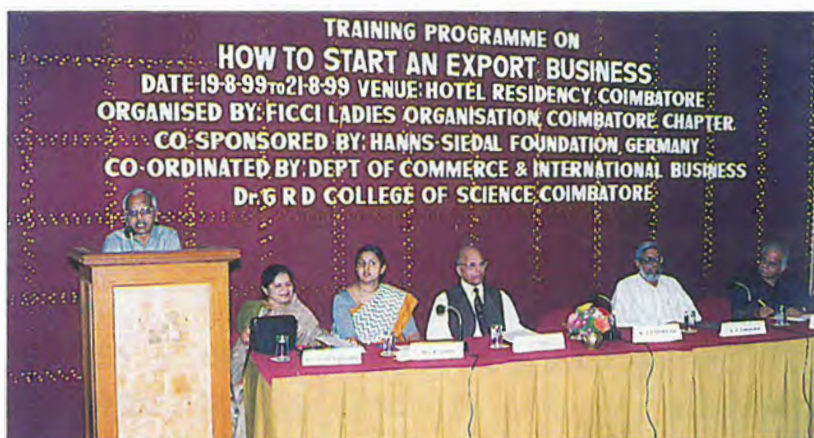


L-R : Urvashi Talwar, S.L. Bhambri, Anjana Somany, Shipra Chatterjee & others

HOW TO START AN EXPORT BUSINESS

Lucknow : December 6 - 8, 1999, Hyderabad : August 18-20, 1999

As we all know that India has embarked on an ambitious programme of economic liberalisation, which is aimed at integrating the Indian economy with the global economy. The performance of our exports holds the key role to achieve our goal of globalisation in the post-liberalisation period. Therefore, there is urgent need to tap the export market in order to achieve a viable balance of payment position.



Three day training programmes on 'How to Start an Export Business' was organised by FLO supported by Hanns-Seidel Foundation, Germany. In Lucknow it was coordinated with the help of Associated Chambers of Commerce & Industry of Uttar Pradesh. Mr Harminder Raj Singh, IAS, Secretary Industry & Export Promotion inaugurated the programme and stressed the need for updating products to compete globally. Professor A.K. Sengupta, from the Indian Institute of Foreign Trade's main faculty, stated that there is a large potential for export from our country, given the benefits of cheap manpower, lower costs production and technical skills. These factors can be used to our advantage to increase our exports.

L-R : A.V. Vardhajan, Geetha Padmanabhan, K. Sunitha, B.K. Puri, D. Padmanabhan & P.K. Murugan

TRAVEL AND TOURISM ENTREPRENEURSHIP

**Bhubaneswar : September 9, 1999,
New Delhi : September 23, 1999, Bhopal : October 23, 1999**

Endowed with the rich civilizational heritage, cultural diversity and geographical advantages India has been recognised as a leading tourist destination. India has been very rightly termed as 'The Land of Splendour'. India today presents business opportunity of a life time for anyone interested in investing in India's 'Tourism Infrastructure'.



Ravi Bhootlingam and Anjana Somany

FICCI Ladies Organisation organised a Workshop in New Delhi, Bhopal and Bhubaneswar primarily with the aim of familiarising participants with the opportunities that these areas offer. We invited Mr Ravi Bhoothalingam, President, Oberoi Group to inaugurate the workshop in New Delhi. Experts from reputed organisations discussed the prospects of this important sector and the various procedures that one has to go through while engaging oneself and investing in this sector.

PATENT LAW AND OTHER INTELLECTUAL PROPERTY RIGHTS

New Delhi : October 15, 1999

Industrialisation is a major objective of developing countries today. To fulfill this objective the development of technological base and acquisition of technology from abroad is important. The process of acquiring technology involves a series of interlinked activities. However the most important



Prof. Sethumadhav Rao welcomed by Anjana Somany

element in receiving of technology from abroad is the protection of Intellectual Property Rights and, therefore, the development of Intellectual Property Law.

The importance of Intellectual Property in India is well established at all levels- statutory, administrative and judicial. The four main aspects of India's intellectual property rights regime are; Copyrights, Trademarks, Patents, and Industrial Designs.

INTERNATIONAL MARKETING

**Ahmedabad: October 26 & 27, 1999, Pune : October 28 & 29, 1999
Shimla : November 1 & 2, 1999, New Delhi: November 4 & 5, 1999**

This year again FLO successfully conducted four workshops on International Marketing in collaboration with Hanns Seidel Foundation, Germany. Prof. Dr Egon B Heil, Professor of Marketing; Director,



Prof Egon B. Heil welcomed by Anjana Somany

Marketing Department; Head of Foreign Studies and Affairs; University of Rosenheim, Germany was specially invited to give lectures at various places viz Ahmedabad, Shimla, Pune and New Delhi. The objective of the workshops was to acquaint the potential entrepreneurs especially exporters, about marketing skills.

Prof. Heil dealt with a number of realistic questions and exhorted the participants to develop a

competitive outlook. He advised the participants to think carefully and work out methods of launching a product on their own. Prof. Heil gave group exercises to the participants, encouraging each group to come out with a product and plan its marketing strategy. The group presentations made later were very interesting which were followed by comments by the Professor himself.

HANDICRAFTS AND TEXTILES

**Aurangabad : August 6, 1999, Jaipur : August 11, 1999
Agra : October 1, 1999, Bangalore : November 23, 1999**

Handmade crafts are an integral part of India's social and economic fabric. India's rich and colorful national heritage stems from these crafts. Millions in each known and unknown corner of this gigantic country depend upon handicrafts for their livelihood, directly or indirectly. Lack of proper marketing and production controls are responsible for the stagnant growth of these products.

FLO organised Workshops in Agra, Aurangabad, Bangalore and Jaipur on Handicrafts and Textiles wherein the business oriented people were encouraged.



K.L. Jain felicitated by Anjana Somany

EXPORT OF SPICES AND PACKAGING

Cochin : November 25 & 26, 1999

The origin of spices in India dates back to history. India is the home of a vast variety and range of spices. It accounts for 34 percent share of the world spice trade, inspite of the fact that a large quantity of spices are used by the Indian consumers.

In November, 1999 FLO organised a workshop on Export and Packaging of Spices in Cochin with the collaboration of Indian Chamber of Commerce & Industry, Cochin. The Workshop was inaugurated by Mrs M C Josephine, Chairperson, Kerela State Women's Development Corporation.



M. C. Josephine addressing the audience

FOOD SERVICE BUSINESS

New Delhi : December 13 & 14, 1999

Take away food shops such as sandwich bars, fish and chips shops, kabab shops and catering is so much a part of modern life that it is estimated that upto a quarter of all food in a man's life is consumed away from home or taken into the house in a ready to eat form. The Food Industry is becoming increasingly global in its activities. Many well known international brands like Mc Donald's,

Domino's, Burger King, Holiday Inn, Hilton etc. are in this sector. Our large population of particularly the 250 million strong middle class, constitutes a very large market for food products with new concepts. Keeping this in mind, FLO organised a workshop on Food Service Business. It was inaugurated by Mr Lalit Nirula, of Nirula's who also delivered the Key note Address, 'Times are changing – The Future is with the Service Industry'. Various topics like marketing, Food legislation, Outdoor catering and Banqueting, Distribution of Packed Foods, Financial Assistance from



Lalit Nirula delivering keynote address

Banks/ Institutions etc. were covered. The most interesting session was on Experience sharing. Where we invited Mrs Bina Modi and Mrs Minu Duggal of the EGO and Spice Restaurants, respectively, to share their experiences in setting up of their restaurants. At the end of the two day workshop certificates were distributed to the participants.

TRAINING PROGRAMME ON MASONS & CAR MECHANICS

Bahadurgarh : March 10 - April 5, 1999

Gurgaon : January 4-15, 1999

Year 1999 was the first time that FLO embarked on grass roots training programmes in the infrastructure building area such as training of masons and car mechanics. We were fully aware of this being an all men's workshop; however, our endeavour to teach another to be able to support himself, spurred us on.

MASONRY : Training focussed on construction too - the yardstick to measure growth in any economy. The industry has enormous employment potential in India. FLO approached SPL Limited. India's leading tile manufacturer who assisted spontaneously to help conduct a one month training for Masons. Mr Gurmit S Rangar, Managing Director, G.S Developers and Contractors Pvt Ltd provided faculty support. The workshop aimed on increasing productivity and efficiency, and on enhancing the confidence of the workers. Of the 20 participants, 15 found employment (they were otherwise jobless) immediately. Great Reward!



Practical session

CAR MECHANICS : With 75 models of cars on offer on Indian roads today, and another 15 to hit the market in 2000, the yawning gap between supply and demand of trained car mechanics is ever increasing. The days of car repairs being a hammer and screw-driver affair are long over. State of art technology needs well trained repair and maintenance skills, constantly updated. FLO embarked on enrolling unemployed youth for Car Mechanic courses in Calcutta and Delhi where 34 and 30 certificates were distributed respectively.



Certificates distribution by T.K. Malhotra

Mr A.S.Gupta, Assistant General Manager, Hindustan Motors Ltd and Mr Srinivas Senior Executive, Maruti Udyog Ltd addressed the gathering in Calcutta. We are particularly grateful to Maruti Udyog Ltd, Gurgaon for allowing the participants train at their otherwise impregnable factory premises. Apart from learning technical skills, serious sessions on work culture and trade ethics were emphasised upon. Students were graded as per their aptitude and level of skill. Mr R Dayal, General

Manager (Service), Maruti Udyog Ltd inaugurated the session which concluded two weeks later with the most motivating and informative talk by Mr T K Malhotra, President, Federation of Indian Automobile Associations & Automobile Association of Upper India. Certificates were distributed amidst emotional responses from trainees for giving them an opportunity to develop a new skill which could one day become a bread earner.

HOW TO MAKE COMMUNICATION EFFECTIVE

New Delhi : January 21 and 29, 2000

Chennai : April, 1999

Hyderabad : December 21, 1999



L-R : Anju Sanghi, Er. J.S. Rao, Mathew J. Manimala, Mohanlal Gupta

Communication, whether it is personal or professional is a channel through which the communicator is capable of transmitting ideas, information, and decisions to others. To be successful in any given situation there is a need to communicate effectively. Dr. Mathew Maniwala senior faculty member of the administrative Staff College of India, enumerated the various aspects of public speaking with the aim of providing essential techniques and pointers required to be confident speakers.

At New Delhi the programme was conducted by Dr. Mrs Vasabtha R. Patri reader in physiology at Lady Shriram College, New Delhi.

A one-day Communications Workshop titled "Building Blocks of Communication," conducted by two H.R.D. experts, Mrs. Sabitha Rao and Mr. Naresh Purushotham was held in Chennai and Hyderabad.

These programmes were co-sponsored by Hans Seidel Foundation, Germany.

INFORMATION TECHNOLOGY

New Delhi : August 3 - 4, 1999

Chennai : February 1999

Coimbatore : December 23, 1999

Training to keep its members abreast of the latest global trends, FLO organized a workshop on I.T., the buzz work of the present century. The inaugural address was given by Mr. Ute Banerjee Komers, Minister, Embassy of Germany, and the workshop was conducted by senior members of CM&S – Ms. Monika Aggarwal and Mr. Vivek Kumar. They taught the participants about computer concepts and application, about various operating systems like 9DOS, Windows, Unix, Xenix and about G.41 concepts. Participants were also made familiar with the Internet, Web browsing, E-Mail, E-Commerce, Data Security, Virus Protection Techniques and future trends in I.T. Computer literacy, being as important as it is today, The response was overwhelming.



Ute K. Banerjee felicitated by Anajana Somany

ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES (EDPS) FOR CRAFTSPERSONS

Bangalore : September 25-28, 1999

Calcutta : October 8-12, 1999

Hyderabad : December 18-22, 1999

Rajasthan : January 19-25, 2000

Craftspeople, 23 million in number form the second largest employment sector in India. Women struggling to enter the economic mainstream can use crafts to become wage-earners. The handicraft sector is a home-based industry which requires minimum of expenditure and infrastructure to set up. Pastoral communities



EDP - Crafts, Calcutta



Puzzle exercise at Shantiniketan EDP

depend on crafts skills as a secondary source of income in times of drought, lean harvests or floods. FLO has made sincere efforts to narrow the gap between the rural and urban sector and has successfully implemented many socio-economic programmes. Many EDPs for the crafts sector have been organised each year by FLO. These five day sessions begin with a session on group building. Artisans learnt the importance of a group in a puzzle



EDP Crafts Bangalore

exercise; block building games teach them that support increases success. Finance and banking were made enjoyable in a revised version of snakes and ladders. For the marketing session women

role played a bazaar. The favorite session was on design. Artisans though mostly illiterate, learned color theory and actually made presentations from portfolios compiled at the course. The EDP's varied in nature with different crafts groups. Introductions with local representatives of funding institutions proved very beneficial. The level of satisfaction for FLO was enormous at the conclusion of such grass roots programmes.

BASIC FINANCE

Chennai : July 1999
Calcutta : July 30, 1999

A two-day workshop on "BASIC FINANCE" was conducted by Institute of Financial Management and Research, Chennai.

Any enterprise irrespective of size, requires resources, and finance is one of them. Many promising small and medium enterprises have failed because the entrepreneur underestimated the importance of Financial Management.

The workshop was designed to make the entrepreneur appreciate the modern techniques of "Financial Management of Small and Medium Enterprises". The Faculty consisted of experts in their respective fields with rich academic and industrial experience. 45 participants benefited from this programme.

A similar programme was held in Calcutta in July '99.



Renuka Shahi delivering the welcome address

ENTREPRENEURSHIP DEVELOPMENT IN INTERNATIONAL TRADE

November 12th, 13th & 15th, 1999

A variety of factors have prompted countries, firms and individuals to venture into the global market. Keeping this in mind, a workshop was planned, to acquaint the participants with the various features of International Trade.

It was inaugurated by Mr. Wolfgang Seiwert, Consul General of the Federal Republic of Germany. Mr. Rakesh Shah Chairman of Federation of Indian Export Organisations, Eastern Region also addressed the participants during the inaugural session. The Faculty consisted of experts in their respective fields with rich academic and industrial experience.

TIME MANAGEMENT

Calcutta : April 14, 1999

With a view to understand the techniques for handling stress for constraint to time, the Calcutta Chapter of FLO organized a Workshop on 'Time Management'. The Workshop was conducted by Mr. S.M. Devadason, who has 34 years of experience in the field. A certified Practitioner of Neuro Linguistic Programming Institute, U.K. for stress and psychological problem management, Mr Devadason discussed the implications of work behaviour on personal performance and time management were discussed during the workshop. The objective of the workshop was to help participants acquire tools for managing time effectively and deal with personal stress arising out of pressures at work, home and society.

HOSPITALITY IN THE NEXT MILLENNIUM

October 27 & 28, 1999

Worldwide, the dawn of the next millennium has given the hospitality industry a positive impetus with people world over setting out to look for their dream destinations. FLO therefore decided to offer a platform to the industry itself and to those related with it. Mr Vir Vijay Singh, General Manager, Taj, West Bengal helped co-ordinate the programme.

The Faculty consisted of experts in their respective fields with rich academic and industrial experience

DAKSHINPURI SOCIO- ECONOMIC PROJECT OF FLO

A vocational training course on cutting and tailoring for women of the weaker sections is run by FICCI LADIES ORGANISATION in the slum area of Dakshinpuri. The training programme helps women to become self-reliant. The programme is being held in collaboration with India International Rural Cultural Centre.

Around 30-40 students are enrolled every year and a qualified teacher is appointed by FLO for training. Candidates are offered a one year diploma course for cutting and stitching of garments and at the end of the year an examination is held by an external examiner.

Every year about 6-10 students are awarded with Diplomas. Most of the students become financially self-sufficient by operating from home. Some girls have even secured jobs in export oriented factories. They do almost all the stitching required for their family members.

This year FLO offered two extra courses to help the girls earn a little extra. The following are the courses;

1. Fabric Painting

This was a one week course conducted with the help of 'Camlin' Company. An instructor from Camlin came for a week and taught them various techniques of fabric painting using different types of paints. He also showed them a two hour video to demonstrate the same.

2. Applying Mehendi

A 5 day course on applying Mehendi was conducted by a professional who taught them from scratch. Which included,
Preparing Mehendi
Making cones for applying Mehendi
Making designs



Certificatees distribution

On the last day a test was held on applying Mehendi. The girls were asked to apply Mehendi on each other's hands. The instructor applied Mehendi for free on the one who stood first.

The girls were keen for this course to be held before Karva Chauth festival as they could earn some extra money by applying Mehendi.

Every year a Diploma distribution and Diwali celebration is held at the Centre. This year it was held on 2nd November 1999.

CALCUTTA CHAPTER

MIRACLES OF PYRAMID POWER

Calcutta : January 29, 1999

Dr Usha Kapoor and Dr K K Kapoor were invited by the Calcutta Chapter, FLO to talk on the subject, MIRACLES OF PYRAMID POWER. They informed the audience that apart from being a preservative burial mode, an archaeological wonder, a marvel of geometrical precision, the Pyramids by their configuration also function as unceasing source of Electro-magnetic energy which has curative properties for physical ailments of human beings in addition to lethal impact on various bacterial organisms. Expert manipulation of the Pyramid's structural energy field by itself or sometimes in effective combination with non-traditional alternative medicine can achieve miracles of cure beyond the scope of accepted systems of clinical treatment for various problems.

INTERPERSONAL SKILLS – DIMENSIONS, IMPORTANCE, RELEVANCE

Calcutta : February 13, 1999

Without exception, people all over the World are in search of ways and means of improving their relationships with other people. They know for certain that positive relationships promote joint efforts to achieve, and co-operative behaviour builds, develops and maintains trust. Interpersonal skills do not just grow spontaneously; they have to be strenuously cultivated and carefully nurtured. Mr Ajay Agarwal, the master strategist of communications enlightened the members to how they could build positive and constructive social relations.

FACE TO FACE WITH NASEERUDDIN SHAH

Calcutta : March 20, 1999

Naseeruddin Shah is the ultimate actor, who brought a touch of class to Indian Cinema with his convincing performances. Today he is the only actor of his generation who has carved a niche in both mainstream and alternative cinema even as he continues to do serious theatre on the side. An interactive meeting was held with Naseeruddin Shah where he spoke about his professional journey and the development of his acting talent which he emphasised is more of a craft than art.

INVESTMENT OPPORTUNITIES IN THE CAPITAL MARKET

Calcutta : July 24, 1999

The panel discussion was organised in association with the Calcutta Stock Exchange Association Ltd. The inaugural address was given by Mr Kamal Parekh, President, Calcutta Stock Exchange Association Ltd.

The panelists were Mr Vivek Mahajan, Vice President, Calcutta Stock Exchange Association Ltd. ; Ms Molly Thambi, Regional Manager, National Stock Exchange of India Ltd. ; Mr Hemal Kampani, Managing Director, VCK Capital Market Services Ltd. ; Mr Naresh Pachisia, Managing Director, SKP Securities Ltd. ; Mr Prashant Desai, Head, Investment Banking, United Credit Group. The moderator was Mr Mudar Patherya, Market Analyst.

Further companies have restructured very aggressively and are poised to reap the rewards. The next 5 years could see the index doubling or even tripling. There is liquidity in the Capital Market to support and leverage more hopes and hence the mantra "5000 by (the year) 2000". These hopes get translated into realities as the optimism in the Stock Markets is a continuation of fact and hope. Fact of liquidity and hopes of a long-awaited economic revival.

Audio-visual Presentation on MULTIMEDIA & COMPUTER GRAPHICS

Calcutta : February 25, 1999

The great advantages of extended variation of design through computer application is observed in cinematographic excursions into what would hitherto be regarded as pure fantasy of surrealistic realms of fiction. Computer graphics has extended the field for feature films beyond animated cartoons to the marvels of "Jurassic Park" with the ancient zoological specimens that vanished from our planet millions of years ago brought back to boisterous life striding the globe and hotly chasing today's living humans.

The participants were enlightened and entertained by Mr. Arkaprava Chaudhuri and Mr. Pranay Mishra.

BUILDING GENDER FAIRNESS INTO A DEMOCRACY

Calcutta : May 17, 1999

Women by virtue of their gender have an inborn capability of accessing themselves to the power structure that controls society. Analysis show that women participation in elections over the past four decades has been steadily expanding.

With political empowerment on its way, women will enter the new millennium with a different image. Ms Carole Vallianos, Attorney/Consultant of Investment Development Services, Manhattan beach, California & Director of Women Voters of the United States, Washington DC said that only greater economic empowerment of women will lead to their greater political empowerment. Mrs Anjana Somany, President FLO, also expressed her views on the topic as well informed the members about FLO's activities at all India level.

This programme was organised in association with United States Information Service.

Interactive Presentation on INFORMATION TECHNOLOGY : TRENDS AND IMPACT

Calcutta : September 23, 1999

A very informative presentation was made by Mr Roopen Roy, Executive Director, Price water house Coopers Ltd. Mr Roy emphasised that the development of Internet –Based E-Commerce offers the most exciting business opportunities in the market place, which is pressurising business operations all around the world to change the traditional methods of conducting business. Organisations that want to stay in business beyond the turn of the century must re-evaluate every aspect of their strategy and operations and incorporate these technological changes into the way they conduct business. Internet based E-commerce is essential for the survival of companies entering a virtual distribution market place.

AUDIO-VISUAL PRESENTATION ON AWARENESS OF THE FEMALE ANATOMY & CANCER DETECTION

Calcutta : October 13, 1999

Dr. Gosh MBBS, MD, DNB, MRCOG and a Consultant Gynaecologist said that the process of evolution over thousands and thousands of years has perfected and designed the female anatomy with one important purpose in mind – to bear and rear children. Any deviation from the grand design results in difficulty in carrying out this important function. The reproductive organs of the female like any other organ in the body can have disease.

With the help of slides and video film Dr. Ghosh explained in detail of the various types of cancer common in women. He gave tips on prevention of female cancers with the take home message to be conscious of one's health. conscious of one's health.

CHENNAI CHAPTER

Annual Report for 1998 - 99

The year 1998-99 was a year of consistent activity, with the Installation of monthly meetings in other to inspire an active and committed interest amongst the members. Surekha Kothari handled the Chairmanship after Geeta Banker the earlier Chairperson during the year 1997-98. FLO, Chennai now meets on the first Wednesday of each month(Except May), at 4:30 PM at the Madras Club. The standardised day and venue of meetings has brought in a regularity as also a commitment to attendance. The membership has increased by several new members and today, we have around 120 members and a Chennai Chapter Directory for Intercity communication between our members.

Several interesting speakers were invited to speak on a variety of subjects this year:

December 1998

Fellowship Meeting and handing over of Chairpersonship by Gita Banker to Surekha Kothari.

January 1999

A demonstration of Home Kit developed to test the percentage of adulteration in food items by Mrs Geetha Swaminathan Followed by talk on Consumer Rights voicing the need for more awareness of this issue for improvement of quality of administration, justice and amenities for the citizen. The speaker was Mr. N.L.Rajah of the Consumer Action Group.

February 1999

Mr. N.Vagul, Chairman, ICICI, spoke on Evolution of the self for success Business. His prowess as a speaker and a thinker is well known.

During this month a special meeting with Shri D.R. Karthikeyan, Director General of the National Human Rights Commission was one of the highlights of the year. Shri Kartikeyan gave a detailed analysis of statewise problems, the crime rates in each state and expressed concern at the failure of the Judicial System in the country.



L-R : Indira Dutt, Usha Krishna, D.R. Kartikeyan, Surekha Kothari

March 1999

A viable alternative to law court and court cases, MEDIATION, was the subject the eminent lawyer, Mr Shriram Pachu spoke about delving deep into the psychological aspects of a conflict and the role of a mediator in finding an out of court solution which would be mutually beneficial to the parties in conflict. A view diametrically opposite to law, which fights in favour of one to the detriment of another.



L-R : Surekha Kothari, Dr. Miriam Stoppard, Indira Dutt

Another special meeting was organised in March with the well known doctor and British Television personality, Dr. Miriam Stoppard. With several books and research papers to her credit, Dr. Stoppard Spoke on the title of one of her publications - "How to be a Well Woman". The highlight of this meeting was the formal release of the first and inaugural issue of the Chennai Chapter Newsletter "with the FLO".

April 1999

The Finance expert Shri Na Vijayshanker spoke about Investment Opportunities for Women as a vehicle of income and growth and how to select the best financial instruments based on individual financial needs.

June 1999

Dr. Arjun Rajagopalan exploded some myths about Master Health check ups and explained how inaccurate some tests could be which are recommended for commercial reasons only. He listed out the necessary tests and the symptoms which should prompt one to seek a doctor's advice. It was an extremely useful and illuminating talk.

July 1999

An audio visual presentation on EMOTIONAL INTELLIGENCE titled "Management With Head and Heart" by Dr. (Mrs.) Lakshmi Ravikanath examined the various levels on which this concepts works—the individual level, relational level and organisational level. She also explained how Emotional Intelligence supports cognitive and behavioral skills which, in turn, enhance managerial effectiveness.

August 1999

On 11th August, we almost pulled off a coup by succeeding in having a pre-election meeting with the most eminent panel of speakers - Smt. Jayanthi Natrajan (Rajya Sabha M.P.), Smt. Subhashini Ali (CPI), Shri S. Gurumurthy (Senior Journalist) and moderated by none other than the Political Editor of Star News, Shri Rajdeep Sardesai. "CHALLENGES INDIA FACES IN THE NEW MILLENNIUM" was a runaway hit and actually eclipsed the solar eclipse which coincided with the meeting. The interaction between the panel members held the audience mesmerised and hanging on to every word and the question and answer session was a hair-raising experience.



L-R : S. Gurumurthy, Rajdeep Sandesai, Jayanthi Natrajan, Subhashini Ali

September 1999



Certificatees distribution

A visit by the FLO President Mrs Anjana Somany to meet and interact with the Chennai Chapter members was very well received. The member were given a lot of information and the request made that, as far as possible every FLO president should visit the chapter once a year.

A special meeting with Shri Mani Shanker Iyer was organised as a joint session with Madras Management Association. He spoke on the "Status of Democracy in India" and had more than a hundred people as audience.

October 1999

HOLISTIC HEALING has gained ground as an alternative branch of medicine as people begin to realise the limitation of allopathy. Dr. V.Sukumaran, an allopath-cum holistic healer with thirty years of experience spoke of the fact that the mind is the root cause of almost all physical ailments and holistic healing is that method by which the negative energies are replaced by ten positive one's, thereby correcting all the imbalances in Healing , Pyramids, Pendulum Dousing etc. are some of the methods of holistic healing.



Mani Shanker Aiyer, Srinivasan K Swamy, Shanti Balaraman

November 1999

ENNEAGRAM, the personality development programme was yet another highlight of this year. Dr. Bredon McCarthaigh was superlative as course conductor and the 20 participants were thrilled with the 4 day courses. It brought into perspective a better understanding of the self as well as others based on the personality type around which the programme revolves.

December 1999

The meeting marked the end of Surekha Kothari's tenure as Chairperson and the taking over of the mantle by Vanashree Syal

FICCI LADIES ORGANISATION PROGRAMMES held w.e.f. DECEMBER 10, 1998

1998

December 10	Governing Body Meeting	New Delhi
December 21 - 23	FLO/HSF Workshop on Gems and Jewellery	Jaipur
December 23	FLO/HSF Workshop on Advertising on the Internet	Coimbatore
December 26 - 30	FLO/HSF EDP for Craftspersons	Calcutta

1999

January 28	Demonstration of Home-Kit to Test Adulterated Food by Geetha Swaminathan	Chennai
January 29	Debate on Women Today Balancing Their Dual Roles - Career vs Home	New Delhi
January 29	Talk on Miracles of Pyramid Power by Doctor Usha and Dr K K Kapoor, Holistic Therapists	Calcutta
January 6	Demonstration of Home-Kit to Test Adulterated Food	Chennai
February 6, 13, 20 & 27 (Saturdays)	FLO/HSF Workshop on Computers	Chennai
February 6 - 8	Delegation to Khajuraho	
February	Pre-Budget Memorandum submitted to the Hon'ble Finance Minister	New Delhi
February 13	Talk on Interpersonal Skills - Dimensions, Importance, Relevance by Mr Ajay Agarwal	Calcutta
February 18 - 28	Visit of Pakistan Delegation to India: Lecture - Demonstration - Shahnaz Hussain	
February 25	Interactive Audio-Visual Presentation on Multimedia & Computer Graphics	Calcutta
February 3	Talk on Evolution of the Self for Successful Living and Successful Business - Mr. N. Vaghul	Chennai
March 10	Visit to SPL Factory	Bahadurgarh, Haryana
March 10 - April 5	FLO/HSF Training Programme for Masons	Bahadurgarh, Haryana
March 18 & 19	FLO/HSF Workshop on Basic Photography & Photography as a Career Option I	New Delhi
March 20	Interaction at a Face to Face with Naseeruddin Shah	Calcutta
March 23 & 24	FLO/HSF Workshop on Fruit & Vegetable Processing	Nashik

March 30	Interactive Workshop on The Mid-Life Challenge	Calcutta
March 31	Workshop on Overview of Food Processing Industries	New Delhi
March 3	Talk on Mediation - Dr. Miriam Stoppard	Chennai
March 24	Special Meeting with Mr D R Karthikeyan, Director General of National Human Rights Commission	Chennai
April 2	FLO/HSF Workshop on Public Speaking	Chennai
April 7	Talk on Investment Opportunities	Chennai
April 7 - 14	Meeting with Japanese Ambassador in India Trade Delegation	New Delhi Japan & Hong Kong
April 14	FLO/HSF Workshop on Time Management	Siliguri
April 23	Screening of Film Shahjahanabad - The Twilight Years - 1850- 1947	New Delhi
April 23	Governing Body Meeting	New Delhi
May 5 - 7	FLO/HSF Workshop on Gems and Jewellery	New Delhi
May 10 - 14	FLO/HSF Training Programme on How to Start a Leather Business?	Jullundhur
May 17	Talk by Carole Vallianos on Building Gender Fairness into a Democracy	Calcutta
June 2	Talk by Dr. Arjun Rajagopalan on Health	Chennai
June 28 & 29	FLO/HSF Workshop on Fruit and Vegetable Processing	Shimla
July 7	Emotional Intelligence - Audio Visual Presentation by Mrs. Lakshi Ravikanth	Chennai
July 12	Programme on Why the Current Hype in Knowledge Based Industries - Opportunities for Growth	New Delhi
July 13 & 14	FLO/HSF Workshop on Basic Finance	Chennai
July 15 & 16	FLO/HSF Workshop on Fruit and Vegetable Processing	Amritsar, Punjab
July 19	Governing Body Meeting	New Delhi
July 20 & 21	FLO/HSF Workshop on HRD as a Career of Option	New Delhi
July 26 - 30	Workshop on Enneagram Conducted by - Br. (Dr) Brendan Maccarthaigh	New Delhi
August 2	Talk on Kargil & Beyond by Dr Bharat Karnad	New Delhi
August 3 & 4	FLO/HSF Programme on Information Technology	New Delhi
August 6	FLO/HSF Workshop on Handicrafts and Textiles	Aurangabad
August 11	FLO/HSF Workshop on Handicrafts and Textiles	Jaipur
August 11	Panel Discussion on Challenges India Faces in the Next Millennium	Chennai

August 17	Panel Discussion on Role of Media in India's Democracy - The Electoral Process	New Delhi
August 18 - 20	FLO/HSF Training Programme on How to Start an Export Business	Hyderabad
August 30	FLO/HSF Training Programme - HRD	Calcutta
September 2	Visit of FLO President Anjana Somany	Chennai
September 7	Panel Discussion on Cinema & Society	Delhi
September 9	FLO/HSF Workshop on Travel and Tourism Entrepreneurship	Bhubaneswar
September 22	Meeting with Mani Shanker Aiyer	Chennai
September 23	FLO/HSF Workshop on Travel and Tourism Entrepreneurship	Delhi
September 25 - 28	FLO/HSF EDP for Crafts Persons	Bangalore
September 25-29	Interstate Meet	Coimbatore & Cochin
September 25	Governing Body Meeting	Coimbatore
October 1	FLO/HSF Programme on Handicrafts and Textiles	Agra
October 6	Holistic Healing by Dr. V. Sukumaran	Chennai
October 8 - 12	FLO/HSF EDP for Craftspersons	West Bengal
October 15	FLO/HSF Workshop on Patent Law and Other Intellectual Property Rights	New Delhi
October 21 - 23	FLO/HSF Workshop on Gems and Jewellery	Surat
October 23	FLO/HSF Workshop on Travel and Tourism Entrepreneurship	Bhopal
October 26 & 27	FLO/HSF Workshop on International Marketing	Ahmedabad
October 28 & 29	FLO/HSF Workshop on International Marketing	Pune
October 29	Talk on Mutual Funds - An Investment Opportunity by Mr K Annamalai, Director, DJS Stocks & Coimbatore Stock Exchange	Coimbatore
November 1	Talk on The Great Indian Middle Class by Mr Pavan K Varma,	New Delhi
November 1 & 2	FLO/HSF Workshop on International Marketing	Shimla
November 4 & 5	FLO/HSF Workshop on International Marketing	New Delhi
November 12, 13 & 15	FLO/HSF Entrepreneurship development in International Trade	Calcutta
November	Enneagram - Bros. (Dr. Brendon Mc Carthaigh)	Chennai
November 15 - 19	FLO/HSF Training Programme on How to Start a Leather Business	Kanpur

November 23	FLO/HSF Workshop on Handicrafts and Textiles	Bangalore
November 25 & 26	FLO/HSF Workshop on Export of Spices and Packaging	Cochin
December 6 - 8	FLO/HSF Workshop on How to Start an Export Business	Lucknow
December 9	FLO/President Anjana Somany Invited by Indian Merchant Chamber Ladies Wing	Mumbai
December 13 & 14	FLO/HSF Workshop on Food Service Business	New Delhi
December 14 & 15	Programme on Language of Symbols	New Delhi
December 21 & 22	Programme on Language of Symbols	Chennai
December 18 - 22	FLO/HSF/CCAP (Crafts Council Of Andhra Pradesh) EDP for Craftspersons	Ibrahimpattam, Hyderabad
December 21	FLO/HSF/FAPCCI Workshop on Public Speaking	Hyderabad
December 23	Governing Body Meeting	New Delhi
December 23	President's At Home	New Delhi
2000		
January 4 - 15	FLO/HSF/MUL Training Programme on Car Mechanics	Gurgaon
January 10 - 12	FLO/HSF Programme on Gems and Jewellery	Mumbai
January 19 - 27 (5 days)	FLO/HSF/IIRD EDP for Craftspersons	Rajasthan
January 21 & 29	FLO/HSF Workshop on How to Make Communication Effective	New Delhi
January 27 - 29	Programme on Language of Symbols	Bhopal
January 31	Talk on "What's Ahead in Indian Security: The Good, The Bad, and The Ugly" Prof. Kanti Prasad Bajpai	New Delhi
February 21	Seminar on Empowerment of Women's Bill 1999 With an Objective of 33% Reservation for Women in Parliament Speakers: Girja Vyas, Amar Singh, Brinda Karat, M Dr. Jayprakash, Amita Sahay, Mridula Sinha Moderator: Rajdeep Sardesai	New Delhi

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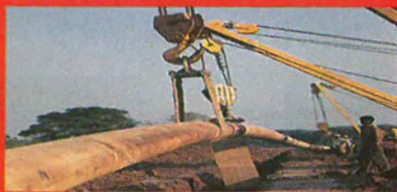
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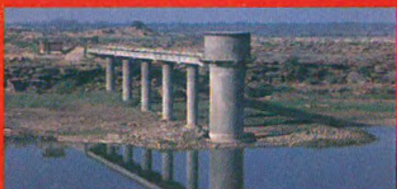
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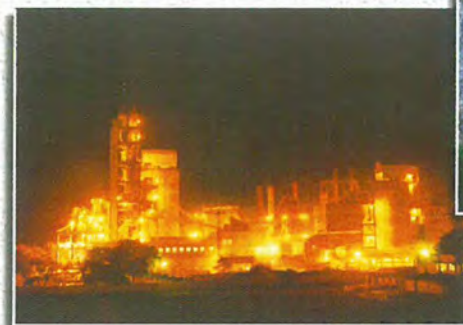
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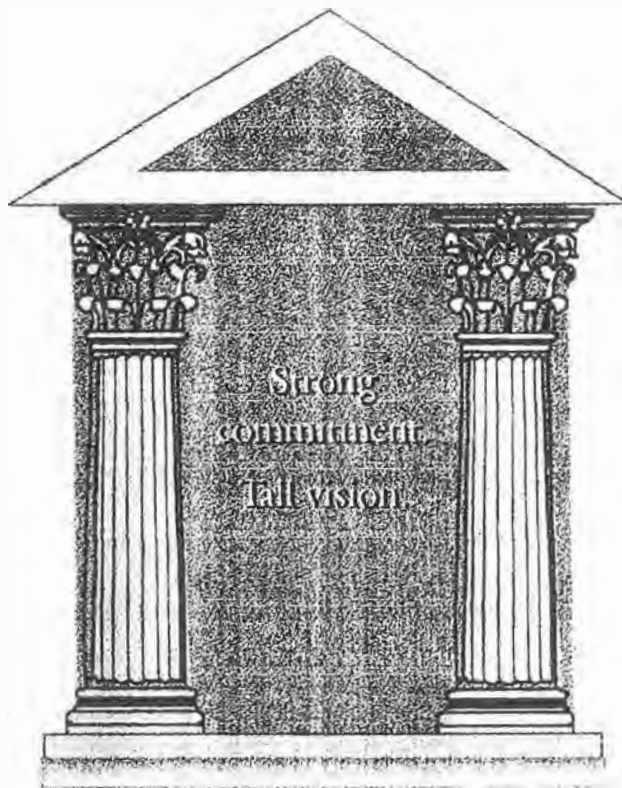
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