

19th ANNUAL SESSION

2002-2003



FICCI LADIES ORGANISATION
FEDERATION HOUSE, TANSEN MARG, NEW DELHI



राष्ट्रपति के प्रेस सचिव

Press Secretary to the President

राष्ट्रपति सचिवालय

राष्ट्रपति भवन

नई दिल्ली - 110004

President's Secretariat

Rashtrapati Bhavan

New Delhi - 110004



MESSAGE

The President of India, Dr. A.P.J. Abdul Kalam, is happy to know that the FICCI Ladies Organisation, New Delhi is organising its 19th Annual General Meeting in May, 2003.

The President extends his warm greetings and felicitations to the organisers and the participants and sends his best wishes for the success of the Meeting.

PRESS SECRETARY TO THE PRESIDENT



K.L. KOCHAR
PRESS ADVISER
PH : 23016422/23016344

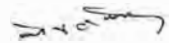
उप-राष्ट्रपति सचिवालय
नई दिल्ली - 110011
VICE-PRESIDENT'S SECRETARIAT
NEW DELHI - 110011



MESSAGE

The Hon'ble Vice-President of India, Shri Bhairon Singh Shekhawat is glad to know that the FICCI Ladies Organisation, New Delhi, is organising its 19th Annual General Meeting in the month of May.

The Vice-President of India appreciates the endeavours of the Organisation for the empowerment of women and sends his best wishes for the success of the Annual General Meeting.


(K.L. KOCHAR)

New Delhi
23rd April 2003



FEDERATION OF INDIAN CHAMBERS OF COMMERCE AND INDUSTRY

A C MUTHIAH
PRESIDENT



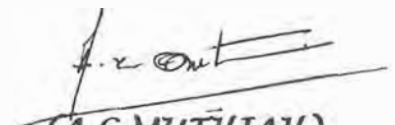
MESSAGE

I am glad to learn that the FICCI Ladies Organisation (FLO) is holding its 19th Annual General Meeting on this year on 2nd May 2003. It is heartening to note that FLO has strived to meet the existing and emerging needs of different segments of women entrepreneurs with introducing a variety of socially and economically relevant programmes, to channelize their strength and capabilities.

Among programmes held this year, the mega event on Women, Cinema & Society was certainly a milestone in the direction of creating social awareness of Cinema and its impact on the Society.

I wish, in the coming years also FLO will increasingly take up responsibilities to achieve higher growth and new milestone.

21st April 2003


(A C MUTHIAH)



Hanns Seidel Foundation

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*In the service
of Democracy
Peace and
Development*



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International
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Munich, 22.04.2003

MESSAGE

The Hanns-Seidel-Foundation is pleased to extend its greetings and good wishes to Mrs. Surekha Kothari, the President and Governing Body Members of the FICCI Ladies Organization (FLO), on the occasion of their 19th Annual Session scheduled for the 2nd of May 2003 in New Delhi.

The FLO, as our partner organization since 1996, has been doing commendable work in promoting knowledge and awareness, particularly among women, through their training programs, seminars, symposia, workshops and through business advisory service. These projects, organized all over India, are aimed at motivating the participants to enhance their capabilities and forge ahead with confidence and courage in their chosen vocation and become self-reliant.

In July 2002, the HSF was pleased to welcome the FLO delegation, led by Mrs. Surekha Kothari, at Munich. They had fruitful visits and discussions at the Educational Centre of the Foundation, the Bayerish State Ministry of Commerce, Transport & Technology, the Management Studies Department at the University of Rosenheim, and with the Representatives of the Chamber of Commerce & Industry, Secondary Education & Vocational Training.

Woman is the creator of the human race. She is the first teacher, the first guide and mentor of humanity. She sows the seeds of affection and love, universal kinship, patience and tolerance in the minds of human beings. And these great qualities can help woman to bring about far more significant changes in society than men could ever hope to accomplish.

In the present world's environment, where we are losing touch with nature, women can play a significant role to reverse the trend through her balanced outlook and humane nature. No wonder the northward graph of women achievers is constantly going up.

The Ficci Ladies Organization deserves all encouragement for their commendable performance during the current financial year and the Hanns-Seidel-Foundation wishes them further recognition and success in the coming decade.

Reinhold Babel
DIRECTOR SOUTH ASIA
Hanns-Seidel-Foundation
Munich/Germany

FOREWORD

As my tenure as the 19th President of FICCI Ladies Organisation comes to an end, I realize more and more how inspiring and enlightening this office has been for me and what a tremendous platform it has accorded to me for learning and personal growth. I am indebted to Mrs. Indira Dutt, Mrs. Usha Krishna and all the Past Presidents for nominating me to this national office.



FICCI Ladies Organisation is the only national forum of women and FOR women which enjoys a credibility and branding that few organizations do, due to its affiliation to FICCI and the hard work and contribution put into it by the Past Presidents.

The true color of India is still 90 % rural. Thus, although the process of the mainstreaming of empowered women has commenced, there is still an urgent need to incorporate more and more women into awareness and educational programs for economic and personal growth in both urban and non urban areas. This year, I translated this perception into my theme, EXTENSION and travelled to Mumbai, Pune, Vadodara, Hyderabad,

Coimbatore, Kolkata and Ranchi with a slide presentation on FLO and its activities to incorporate more members into FLO. The purpose was to spread the FLO activities through local chapters in various states.

For the first time, the western region of India was activated with Mumbai becoming a full fledged chapter of FLO. Hyderabad also became a chapter. More than one hundred and fifty new members joined the fold. My personal interaction with many small entrepreneurs brought up several problem areas which, I hope, FLO will focus on in the years to come, e.g., the dire need for access to micro credit and marketing facilities.

Another first time for FLO this year is the signing of the first Memorandum of Understanding with a like minded women's organization in a foreign country. This is the result of the delegation I took to Bangladesh and very successful meetings with the Women Entrepreneurs Association of Bangladesh (WEAB) and the Federation of Bangladesh Chambers of Commerce and Industry as also with the Ministers of Commerce, Industry, Education and Foreign Affairs in Bangladesh.

During this year, FLO had to face the closure of its long term socio-economic project, a tailoring and embroidery institute for slum children at Dakshinpuri; the emerging circumstances had rendered this project un-viable.

To channelise and harness women power into entrepreneurial activities which will inspire them to start an enterprise of their own, we were able to organize around 35 workshops and training programmes with Hanns Seidel Foundation (HSF), Germany including smaller cities and rural areas. Our gratitude to Mr R Babel, Director, South Asia, HSF, Munich, Germany and Mr B K Puri, HSF's Liaison Officer in India for their generosity and invaluable support.

I have benefited greatly by regular inputs on the working of FLO this year by the Governing Body members and Past Presidents. I thank them all sincerely,

My thanks to the Immediate past President , Dr. (Mrs.) Kusum Ansal and Vice President , Mrs. Chandra Garodia for inspiring me to explore my creative and efficiency levels at all times.

To my Treasurer, Mrs. Namita Gautam, a very sincere debt of gratitude for always being helpful and quietly supportive and for her invaluable guidance.

Without the Executive Secretary, Mrs. Shipra Chatterjee, I would not have been able to work from my native city , Chennai. I thank her warmly for always standing by me, making my work a rewarding experience with her efficiency , hard work and moral support at every stage.

I thank Mrs. L. Varghese for so thoroughly and thoughtfully executing all the administrative work of the FLO office and for her co-operation and sincerity of purpose; to Kirti, Ruchi and Dalip, a very warm thank you for all their help.

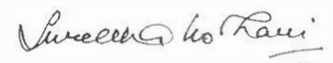
I also wish to place on record my sincere debt of gratitude to Dr. Amit Mitra, Secretary General,

FICCI, Dr. A.C. Muthiah , President, FICCI and Mr. R.S. Lodha, Immediate Past President, FICCI for their unstinted help and support to me this year. It has been a pleasure and a privilege to interact with them.

I owe my special thanks to the Media, BISNET and Accounts Department, the Secretariat of FICCI particularly to Mr. Arun Chawla, Mr. Tabrez Ahmed, Mr. Abhinav Kanchan, Mr. D.K. Raina, Mr. Ajay Sharma, Mr. Amit Bansal, Ms. Astha Girotra, Mr. Divyang Chopra, Mr. Siddharth Bhargava, Mr. Rakesh Swamy and all the agencies at the FICCI Auditorium for all their help and all the others who have lent me their kind support.

I will always cherish this year as one that, besides being a great learning experience, has also enabled me to make close friendships and bonds.

Let me conclude with a case in favour of SELF EMPOWERMENT through self motivation which is the first step on the ladder of empowerment. It is learning to respect other people's music but dancing to your own tune as you master the art of harmony within yourself. So, in the words of Janis Joplin, "DON'T COMPROMISE YOURSELF ; YOU ARE ALL YOU'VE GOT ! "



(SUREKHA KOTHARI)

May 2, 2003



FLO AWARDS AND THEIR RECIPIENTS

1983

Award for Outstanding Woman Entrepreneur

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

Award for Outstanding Woman Social Worker

This award was given to Mrs Arunaben Desai for her contributions to emancipation of women, rehabilitation of 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 Woman

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 FLO Award for 1987 in the field of 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 received the FLO Award for 1988 in recognition of her significant contribution in the field of Public Relations, Education and Research.

Award for Outstanding Social Welfare Institution for Women

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

1989

Award for Outstanding Woman Entrepreneur

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

Award for Outstanding Woman Social Worker

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

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

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

1990

Award for Outstanding Woman Professional

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

Mrs. D Lakshmi 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 the outstanding contribution in the field of microbiology and milled products especially in the field of processed foods.

Award for Outstanding Social Welfare Institution for Women

The jury decided not to give the Award.

1991-92

Award for Outstanding Woman Profession

FLO Award in the field of Outstanding Women professional has been given to the following:

Mrs. Lakshmi G Menon, B.Sc., DMIT Electronics. She has to her credit planning, installation, testing and maintenance of SPC computer controlled exchanges of VSML including telex, telegraph telephone and data exchanges.

Mrs. D S Baldawala has achieved excellence in her business career which includes marketing and the finalisations of contracts and projects.

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. Her deep commitment to the cause of socio-economic welfare of downtrodden having a particular concern to women and children, is relentlessly striving for over 45 years of her life.

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 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.

1994-95

Award for Outstanding Women Social Workers

The Outstanding Women Social Workers Award shared by Mrs Latha Pandey and Prof (Mrs) Shaila Dwarkadass Lohiya.

Mrs Latha Pandey with deep commitment to the cause of socio-economic welfare of downtrodden having particular concern to women and children, is relentless striving for over 20 years.

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

1995-96

Award Outstanding Woman Entrepreneurs

Outstanding Woman Entrepreneur award for 1995-96 was given to Mrs Rajeswary 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 super phosphate etc. Mrs Ramakrishnan has great interest in educational and social fields.

1996-97

Award for Outstanding Woman Professional

The 1996-97 FLO 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 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.

1997-98

Award for Woman Entrepreneur

FLO award for Woman Entrepreneur was awarded to Mrs N Anitha U Kamath, Managing Partner, Sanoor Phova and Rice Mills, Sanoor, Karnataka.

Mrs Kamath took up the Company after the demise of her husband in 1993. The Mill established a reputation for production of quality rice and cashewnut shell liquid and modernised it with electric automatic weigh-bridge of 30 tonnes capacity.

1998-99

Award for Outstanding Social Welfare Institution for Women

Kasturba Gandhi Kanya Gurukulam, Vedraniam, 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.

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. 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.

1999-2000

Award for Outstanding Woman Entrepreneur

FLO award to Outstanding Woman Entrepreneur for the year 1999-2000 has been awarded to Ms. Sushila Devi Tikmany.

She started "PITAMBARI" as a small venture with only two women in 1968, with the noble objective of helping refugee women from Bangladesh, to earn their livelihood and restore their dignity.

Award for Outstanding Woman Social Worker

FLO award to Outstanding Woman Social Worker for the year 1999-2000 has been awarded to Ms. Swaraj Lata Goel.

Ms. Swaraj Lata Goel is currently the Proprietor, Deep Gas Service, Mathura; Chairperson, Brij Bhumi Sewa Santhan; Project Director, Aamar Badi; Vrindaban, and Regional Convener, INTACH of Brij Bhumi Regional Chapter.

2000-2001

Award for Outstanding Woman Professional

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

Ms Akhila joined the Shriram Group in 1986 as a Management Trainee, right after completing her M.Phil in Economics. In recognition of her hard work and demonstrated organizing abilities, she was appointed as Marketing Manager in 1987, when S I L had a Deposit Portfolio of about Rs 10 crores. Today, SIL has a Deposit / Debenture Portfolio of Rs 1,400 crores, 125 branches and asset base of Rs 850 crores.

2000-2001

Award for Outstanding Institution - Women Welfare

Pratidhi is a collaborative society of Delhi Police

and Association for Development a registered NGO of social work professionals. It is perhaps the first agency of its kind in the country that takes a holistic approach and answers long felt requirement of providing welfare services to crime victims like those of sexual abuse, domestic violence, fatal accident, murder and suicide and its beneficiaries are women, men, children and the clientele includes both the victims and their families.

2001-02

Award for Outstanding Woman Entrepreneur

FLO award to Outstanding Woman Entrepreneur for the year 2001-02 has been awarded to **MS MANJU JALOTA**, Director of Alankrit, Lucknow.

MS MANU JALOTA, has been a Teacher for 14 years in the coveted Institution of St. Francis College, Lucknow, and the Head of Department of Geography and History on ICSE panel was driven to meet the challenges and panges of economic disparity towards the artisans of the village folk in the lands of Nawabs of Awadh. She started regularly visiting some villages of the collection arena of workers and gradually it spread to 35 villages where exclusive works are being done by about 1000 artisans in the areas of – Tailoring, Zardozi, Printing, and Dyeing.

Workers, in her company are groomed, initiated and helped economically, and also encouraged for R & D technology improvement.

2001-2002

Award for Outstanding Woman Social Worker

FLO award to Outstanding Woman Social Worker for the year 2001-02 has been awarded to MRS NEETA BAHADUR, Founder President of **Drishti Samajik Sansthan, Lucknow**.

DRISHTI is an NGO working for the welfare of all types of disabled mentally challenged, physically handicapped, deaf & dumb and persons suffering from multiple disabilities.

DRISHTI'S work started in 1990 at Government Blind School, Mohan Road (Kakori), which is about 20 kilometers away from Lucknow city. Mrs Bahadur helped

over 100 blind students with establishing an audio cassette library. She prepared around 400 cassettes in her own voice comprising of the syllabus from class III to Intermediate and provided 10 cassette recorders also. With the help of a manual brailier, Mrs Bahadur prepared around 400 books of syllabus in braille script and donated them to Government Blind Schools.

After that, DRISHTI established a Vocational Training Centre in the Blind School premises at Mohan Road, providing free training to over 200 blind as well as to physically handicapped children in typing, shorthand, music, candle making, stitching, embroidery, weaving, horticulture, etc.

Many of her students have got jobs in the State, Central Government offices and Public Sector Units, and many of them have joined in State Bank of India and hundreds of them have started their own businesses. Some of them are working in factories and shops as skilled workers also.

Members of the present Jury :

1. **Mr Justice P N Bhagwati**
Former Chief Justice
Supreme Court of India
2. **Ms Justice Leila Seth**
Former Chief Justice
Himachal Pradesh High Court
3. **Dr S K Joshi**
National Physical Laboratory
4. **Dr R A Mashelkar**
Director General, CSIR
5. **Prof P N Tandon**
6. **Mr Sompal**
Member, Planing Commission
7. **Dr R Chidambaram**
Principal Scientific Adviser
8. **Mr Dilip Biswas**
Chairman
Central Pollution Control Board
9. **Mr R S Lodha (Ex Officio)**
President, FICCI

WORKSHOP ON EMOTIONAL INTELLIGENCE FOR BUSINESS EXCELLENCE

New Delhi : May 30 & 31, 2002
Kolkata : August 26 & 27, 2002

Goa : July 2 & 3, 2002
Coimbatore : October 26, 2002

Emotions are feelings such as happiness, love, fear, joy, sorrow etc. At the base of all human achievements lies the power of emotions.

Emotional Intelligence or EQ has become a prime requirement in every field today. Emotional intelligence is the ability to sense understand and effectively apply the power of emotions as a source of human energy, information, connection and influence, in day to day life, both corporate

and personal.

To understand and cope better with our emotions and use EQ in an effective manner, FICCI Ladies Organisation organized interactive workshops on Emotional Intelligence for Business Excellence encompassing the various regions of India. All these four workshops held in four different cities were ably supported by Hanns Seidel Foundation, Germany.



EQ programme at different places

THE ELECTRONIC REVOLUTION IN CONSUMER BANKING

Chennai : June 12, 2002

On the 12th of June 2002, Mrs. Uma Krishnan, Country Head, Retail Banking & Credit Cards Division of the HDFC Bank, Chennai addressed FLO members. Having done her MBA from the Indian Institute of Management, she has been in the Finance & Management Sector for the past 12 years. She joined HDFC in 1999. The topic for the day was "The Electronic Revolution in Consumer Banking". Mrs. Krishnan effectively outlined the

future scenario and effects of the Telecom Revolution, Internet Telephone and Rapid Technological Advances that would lead to greater access of the customer to the bank branch. Likewise, remote banking would be the order of the day with online real time banking leading the SMS, ATM and Net Banking Revolutions. The talk was accompanied by a detailed Power Point presentation.



L-R Uma Krishnan and Zainab Kachwalla

ORIENTATION MEETINGS FOR NEW CHAPTERS OF FICCI LADIES ORGANISATION

Hyderabad : June 18, 2002
Vadodara : November 23, 2002

Mumbai : July 18, 2002
Pune : November 27, 2002

FICCI Ladies Organisation organized several orientation meetings to make the presence of the organization stronger in cities where either very few or no members existed. This was done by the President, Mrs Surekha Kothari in keeping with her theme of Extension aimed at increasing the nationwide membership of FICCI Ladies Organisation. At the Orientation Meetings Ms Surekha Kothari made a detailed slide presentation and spoke about FLO and its activities, its purpose

and goals with the objective of attempting to make new members and chapters at these places.

These meetings were held in Hyderabad, Mumbai, Vadodara, Pune, Coimbatore and Ranchi. As a result, more than one hundred and fifty new members were enrolled as members this year and Hyderabad and Mumbai became full fledged Chapters.



Orientation Meetings at different places

WORKSHOP ON CONTINUOUS IMPROVEMENT MANAGEMENT TECHNIQUES

Coimbatore : June 15, 2002

The workshop was lively and the language used by the faculty was simple so that all participants could understand. The KAIZEN Umbrella technique was explained well by Mr R Chandran, an expert on KAIZEN.

The importance and the daily management of KAIZEN was emphasised. The workshop was supported by Hanns Seidel Foundation, Germany.

The first introductory session set the foundation and the basic methodology due to which the

participants were able to create a cordial relationship with each other.

The importance of the practice of KAIZEN and the three segments of KAIZEN like Management Orientation, Group Orientation and Individual Orientation were explained well with examples of the same organizations from which the participants had come, so that the lessons the participants learnt were closer to their workplace and therefore, more personalized.



Audience listening with rapt attention

WORKSHOP ON HANDICRAFTS & HANDLOOMS ENTREPRENEURSHIP

Shimla : June 20 & 21, 2002

Jaipur : February 24 & 25, 2003

Aligarh : October 30 & 31, 2002

FLO organizes various workshops and training programs for the benefit of young and potential entrepreneurs in various states and cities of India. Specially created workshops on Handlooms Handicrafts were organized by FICCI Ladies Organisation in association with The National

Small Scale Industries Corporation Ltd. at Aligarh, Himachal Pradesh State Handicrafts and Handlooms Corporation. Ltd. at Shimla and Rajasthan Chamber of Commerce & Industry at Jaipur. All these workshops were supported by Hanns Seidel Foundation, Germany.



Handicrafts & Handlooms products display - Aligarh

Participants were given information on the techniques of product, design and diversification, scope for improvement, quality control, costing

and pricing and potential for networking. All the three workshops had a session on experience sharing by successful entrepreneurs. The faculty members were chosen locally to deliver the lectures in both the languages, English and Hindi for the benefit of the participants. The response from the participants was extremely positive.



Handicrafts & Handlooms-Shimla



EDP for craftspersons - Rajasthan

INTRODUCTORY TALK ON KAIZEN SCHOOL OF MANAGEMENT

Chennai : July 10, 2002

Mr R Chandran, Quality Consultant and the Chairman, MIQR, Chennai branch spoke to members on Kaizen School of Management. Kaizen is a Japanese word implying gradual, orderly and continuous improvement in personal life, social life and working life . KAI means “to break apart” and ZEN means “ to religiously improve”.

Practising continuous change and improvement through Kaizen methods in the work place would:

- a. Improve customer satisfaction,
- b. Reduce overall costs,
- c. Improve quality,
- d. Reduce wastage,
- e. Enhance competitive advantage,
- f. Assure a safer work area.

This involves everyone, managers and workers alike.

Kaizen, according to Mr Chandran, was responsible for the revolutionary turn around in the Japanese industry in the 1960s. He mentioned the five S's of Kaizen, which are:

1. Sort out – What you do not need,
2. Straighten out things and place them in an orderly fashion,
3. Sweep out, clean and review performance,
4. Standardize i.e. an Audit of Operations,
5. Self discipline and training.

“Work smarter and not harder” was his “Mantra” (slogan) for the evening.



Mr R Chandran of Kaizen School of management addressing the audience

INDUSTRIAL VISIT TO KG DENIM

Coimbatore : July 10, 2002

The Coimbatore Chapter of FICCI Ladies Organization undertook an industrial visit to KG Denim Factory on 10th July 2002. The visit was very useful and everyone greatly appreciated it.

KG, an acronym for the founder of the group Mr K Govindasamy Naidu, is a brand /trade mark, well known in the textile circles of our country. The

members witnessed the spinning of high quality Ring Spun / OE yarns catering to the premium end of the market. All the processes carried out at the factory were explained to the members who were educated on the step by step manufacture of the denim that men, women and children wear all the time.



K G Denim factory visit at Coimbatore

PANEL DISCUSSION ON VISION 2020 : SUPREME COURT - THE SUPREME AUTHORITY

New Delhi: July 19, 2002

In India, we have a written Constitution and an independent proactive judiciary which possibly is the most powerful institution and is tailored to suit the requirements of a secular and democratic country. The real source of strength of any judiciary lies in the confidence it is able to generate among people about its role. Our impartial and independent judiciary has always come to the rescue of the deprived sections of society and in the process, has become an inalienable part of the Indian psyche. It is satisfying to see that the achievements of the Supreme Court of India have been significant in all areas of national life. It has not shied away from its responsibility of upholding the goals

of the Constitution.

The Supreme Court makes decisions that affect , for better or worse, the lives of millions of citizens. Therefore, to understand the current working of the Supreme Court, its problem areas and how they are being tackled, and the nature of reforms being planned, FICCI Ladies Organisation organized a Panel Discussion on Vision 2020: Supreme Court -The Supreme Authority. The panel members were Justice Ms Leila Seth, Justice Ms Shobha Dikshit, Mr Ashok Desai, Mr P H Parekh and Ms Jayashree Anand. Ms Seita Vaidialingam was Moderator for the session.



L-R : Ashok Desai, Seita Vaidialingam, Leila Seth, Surekha Kothari, Shobha Dikshit,
P H Parekh and Shipra Chatterjee

STUDY TOUR TO MUNICH, GERMANY

July 22 to 27, 2002

On the invitation of Hanns Seidel Foundation, Germany, Mrs Surekha Kothari, President; Mrs Chandra Garodia, Vice-President; Mrs Namita Gautam, Treasurer; Mrs Renuka Shah, Past President; and Mrs Shipra Chatterjee, Executive Secretary of FICCI Ladies Organisation visited Munich, Germany on a study tour.

The main objective of this visit was to study the

German educational system, meet with the Chambers of Commerce and explore the possibility of business ventures.

This tour and the warmth of the hospitality extended to the office bearers of FICCI Ladies Organisation by Hanns Seidel Foundation has been one of the highlights of this year.



FLO delegation at Munich

ENTREPRENEURSHIP DEVELOPMENT PROGRAMME FOR CRAFTPERSONS

Andhra Pradesh: August 7-10, 2002

Arts and crafts have a prominent place in the Indian Society. Craftpersons in India through their struggle and dedication have enriched Indian crafts and brought glory and recognition to the country.

To help craftpersons understand the business of crafts and its products, FICCI Ladies Organisation organized two such Entrepreneurship Development Programs, one in Andhra Pradesh in collaboration with Federation of Andhra Pradesh Chamber of Commerce & Industry and the other in Rajasthan in collaboration with Indian Institute for Rural Development. The main objective of these

Rajasthan : October 22-26, 2002

programs is to help and support artisans who are involved in various arts & crafts and are working at the grass-root level. During these programs, participants were given an overview of handicraft items and the problems and prospects relating to these items in today's context. They were also given information about the costing & pricing of products, prevailing practices, targeting, segmenting & positioning in the market, utility value of crafts items, value addition, financial assistance from commercial banks and other financial institutions and simple methods of book keeping.



EDP for Craftpersons

WORKSHOP ON POWERFUL COMMUNICATION SKILLS - YOUR HIGHWAY TO SUCCESS

Visakhapatnam : August 8 & 9, 2002

In this competitive age, Communication Skill plays an important role as other qualities like Business Management, Accounting, Personnel Management and various other activities in the field of any profession, business or personal. In order to have an overview in this field which often gets relegated to the background in day-to-day working, a workshop on Powerful Communication Skills – Your Highway to Success was organized by FICCI

Ladies Organisation in collaboration with The Vizagapatnam Chamber of Commerce and Industry at Visakhapatnam.

The speaker was Mr K V Ratnam who had very efficiently and lucidly conducted the programme. The workshop was supported by Hanns Seidel Foundation, Germany.



Group picture of the participants



WORKSHOP ON FOOD SERVICE BUSINESS

New Delhi : August 13 & 14, 2002

The Food Service Business is fast growing as a commercial activity in India with increasing commercial benefits. As a viable income generation option, FICCI Ladies Organisation organized a workshop on Food Service Business in Delhi supported by Hanns Seidel Foundation, Germany.

Mr Raj Rao, F & B Manager, Oberoi Hotels, inaugurated the workshop. Participants were given

information on marketing and administration, food legislation, outdoor catering and banqueting, distribution of packed foods, financial assistance from banks/ financial institutions, new concepts sharing by established entrepreneurs. The workshop was attended by 50 potential entrepreneurs and who were immensely benefited by the program.



L-R : B K Puri, Raj Rao, Namita Gautam and Shipra Chatterjee

TALK ON STRATEGIES FOR RAPID GROWTH & HIGH PROFITABILITY

Chennai : August 14, 2002

Mr Gary Jacob, an American Management Consultant, addressed the FICCI Ladies Organisation members on 14th August at the South India Chamber of Commerce & Industry (SICCI) Hall. This was a joint program of FLO and SICCI.

Mr Jacob is a Partner in MIRA International, California, author of books on Business and an Advisor on Strategies for Rapid Growth and High Profitability. He is an excellent speaker who held the audience spell-bound with a narration of his successes in turning loss making companies into profit making companies, anecdotes on business houses and examples of people's entrepreneurship capabilities.

He gave examples of companies like FEDERAL EXPRESS and COCA COLA which became great success stories because of the hard work and singular vision of the men and women who

started them. He emphasized that the most important ingredient is "Human Energy" - this is the fuel for all accomplishments and growth in every organization. Raising the energy levels increases creative thinking, motivation and productivity. These get converted into results. The person who is at the top of an organization must channelize the human energy in the right direction for the manifestation of results.

He said that there are five engines essential for success – Organization, Capital, People, Market, and Technology. All five are equally important – one cannot survive without the other, and three virtues and values essential for success are – Standardization, Customization, and Punctuality.

This meeting was an enlightening meeting for the audience, value added by the excellent slide presentation by Mr. Jacob.



Mr Gary Jacob addressing the FLO and SICCI members

WORKSHOP ON ECO - FRIENDLY PACKAGING

Chennai : August 21, 2002

The FICCI Ladies Organisation and Hanns Seidel Foundation, Germany jointly organized a one-day workshop on "An Introduction to Eco-Friendly Packaging using indigenous material" on 21st August, 2002. There were three faculty members – Ms Gita Ram from Dakshinchitra and Crafts Council of India, Ms Suchi Ebrahim from the Crafts Council of India; and Dr Kanchana Swaminathan, Senior Scientist, NEERI Chennai.

The objective of the programme was –

- To introduce the participants to the concept of eco-friendly packaging using indigenous material for both consumer and industrial products;
- To make consumers aware of these aesthetically pleasing alternative options, so that they could demand the same and trade and industry would be forced to go in for these packaging options and thereby help in preserving the environment;

- To provide inputs to potential entrepreneurs to enter into the business of making eco-friendly packaging for various products like saris, perishables like fruits, vegetables, sweets, groceries as well as gift items and some industrial products; and
- To introduce participants to the art of gift wrapping.

The faculty used audio visual equipment and also had on display over fifty different packaging materials and sample packaging. There were also books on packaging on display so that the participants could browse through them. There was also a hands on session where participants could experiment with gift wrapping.

The entire program was interactive with discussions and a question and answer session. The workshop was supported by Hanns Seidel Foundation, Germany.



Sheela Rani Chunkath addressing the audience
L-R Gita Ram and Surekha Kothari



Certificates distribution by Sudha Ravi



WORKSHOP ON KEY CONCEPTS FOR SUCCESS IN BUSINESS

New Delhi : August 23, 2002

Everybody aims for success, whether in an organization or in a business venture. Yet, without exception, for the few successes one has seen, there have been more than ample examples of failures. As for success in business, the story is only too familiar. After doing all the research needed, calculating the risks involved and the funds to be committed, to a project, often, there have been confrontations with failure. It is said that of all the new businesses that start up, many of them fail in the first three years.

Therefore, what is the secret of success in achieving and sustaining success in our lives and in our business? Is there a formula for ensuring

success, and, if so, what are its pillars? FICCI Ladies Organisation organized an Interactive Session on Key Concepts for Success in Business in association with Infinity Business School.

The workshop was conducted by Mr Neeraj Batra, Chairman and Founder of Infinity Business School. The topics covered were -The Four Philosophical Rules, Four Pillars of Organizational Structure, Six Key Concepts of Marketing, Six Safety Financial Concepts, Self Analysis, Johari Window, Prisoners' Dilemma, Five Spiritual Laws of Success.

PANEL DISCUSSION ON CYBER(S) TALK: TERRORISM WITH A DIFFERENCE

New Delhi: August 29, 2002

The Internet and its users have grown manifold in our country. India with an extremely talented and ever growing I.T. population, is likely to become a very important Internet market in the future. But Internet requires an enabling and supportive legal infrastructure commensurate with the times to handle cyberspace related problems including cyber terrorism and cyber stalking. E-commerce, the biggest future of Internet, can only be possible if necessary legal infrastructure compliments the same to enable its vibrant growth. Therefore, the formulation of a foolproof set of Cyberlaws becomes essential in India in order to provide a sound legal and technical framework which, in turn, could be a catalyst for the rapid growth and of the Internet Revolution in India.

To know more about the recently emerged area of Cyberlaws , FICCI Ladies Organisation organized a Panel Discussion on Cyber(s) Talk: Terrorism with a Difference. The eminent panel members at this session were - Dr Karthikeyan, Former Director General, National Human Rights Commission; Mr Kishore Bhargava, Chief Executive Officer, Linkaxis Technologies; Mr Shamit Khemka, Managing Director, Synapse Communications; Mr Rajan Bhagat, Additional Commissioner of Police (Cyber Crime); and Mr Rodney D Ryder, Lawyer, Anand & Anand Company. Mr Pawan Duggal, Advocate Supreme Court of India, was a speaker and moderator at this discussion.



L-R : Dr. Karthikeyan, Pawan Duggal, Surekha Kothari, Kishore Bhargava and Rodney D Ryder

WORKSHOP ON FINANCE & INVESTMENTS

New Delhi : September 11, 2002

To understand some concepts of finance, FICCI Ladies Organisation in association with HDFC, HDFC BANK and HDFC Mutual Fund organized a one-day workshop on Finance & Investments.

The workshop was inaugurated by Mr Jairam Ramesh, Joint Secretary, Economic Affairs, All India Congress Committee. While addressing the participants, Mr Ramesh said that there is an urgent need for Social Insurance for women in the unorganized sector and this sector should also have benefits like health insurance, provident fund, maternity insurance and accident insurance.

The speakers of the workshop were Mr Navin Puri,

Regional Business Manager North, HDFC Bank; Ms Madhumita Ganguly, General Manager, HDFC; Ms Shyamali Basu, Regional Head, HDFC Mutual Fund; and Mr Prithvi Haldea, Managing Director, Prime Database.

The primary objective of this workshop was to develop a broad understanding of the various aspects of basic Finance and Investments.

The workshop was followed by an interactive session and the distribution of certificates to the participants by Mr Navin Puri, Regional Business Manager, HDFC Bank.



Jairam Ramesh welcomed by Surekha Kothari



L – R : Navin Puri, Jairam Ramesh, Surekha Kothari and Shipra Chatterjee

QUIZ PROGRAMME BY & FOR FLO MEMBERS

Chennai : September 11, 2002

Ms Mrinalini Maher conducted a General Knowledge Quiz for FLO members on 11th September, 2002. There were four teams with three members in each team.

Ms Mrinalini had collected very interesting questions on a variety of topics and members took an active part in it. The winning team comprised of Ms Rinku Gupta, Ms Santhi Balaraman, and Ms Usha Umapathi.



Ms Mrinalini Maher conducting quiz for FLO members & Zainab Kachwalla is also seen in the picture

WORKSHOP ON JOURNALISM – A CAREER OPTION

New Delhi: September 12 & 13, 2002

Journalism is not only the collection and dissemination of news and information but is one of the most crucial power centers of a democratic society. While often decrying the ways of the media, people also tend to rely greatly on newspapers, TV news, magazines and radio for information, enlightenment, and even entertainment.

Since Journalism is a viable and important career option today, FICCI Ladies Organisation organized a workshop on Journalism - A Career Option, which was supported by Hanns Seidel Foundation, Germany. The workshop was inaugurated by Ms Nalini Singh, Managing Director, TV Line India. She gave the participants an insight into the practical aspects of this extremely demanding career.

The workshop was primarily aimed at providing essential technical inputs and information required

for journalism so as to acquaint the participants with its various aspects prior to their entering the province of journalism with knowledge and confidence.

The topics covered during the workshop were - freelance journalism and feature writing, business and economic reporting, photo journalism, cultural reporting and criticism, television and radio broadcasting etc. The faculty members were - Mr Sunny Thomas, Sr. Writer, Editorial Page, Times of India; Mr Ashok Bhattacharjee, Senior Editor, Business Standard; Mr N Thiagarajan, Senior Photo Journalist; and Mr Sameep Nanda, All India Radio.

The workshop was followed by the valedictory session and distribution of certificates.



L-R : B K Puri, Nalini Singh & Surekha Kothari

WORKSHOP ON INTERPERSONAL SKILLS

Kolkata : October 2 & 3, 2002

The dynamics of personal effectiveness depends upon the individual's interaction with the self and the group. The factors which influence creation and maintenance of effective interpersonal relationships are not innate but can be fostered through development of skills involving listening, questioning, caring and responding to others. To achieve this end, individuals need to expose themselves, understand each other's needs and expectations and accordingly adapt themselves in a dynamic environment .

New Delhi : December 23-24, 2002

To develop such skills which lead to personal effectiveness FICCI Ladies Organisation organized a two-day workshop on Interpersonal Skills at Kolkata and New Delhi. The faculties were professionals in the field of human resource development. Both these workshops were supported by Hanns Seidel Foundation, Germany. The workshops were highly interactive and generated the data on increasing self awareness through disclosure and feedback from the group.



L – R : B K Puri, Satish Seth, Namita Gautam,
Mukta Dutta and Shipra Chatterjee



A part of the audience

VISIT TO THOMSON PRESS

Faridabad : October 4, 2002

As a part of FICCI Ladies Organisation activities, 20 members visited Thomson Press at its Faridabad location.

Thomson Press is the largest integrated printing outfit in India and includes all services ranging from Publishing, Digital Data Processing and Printing. The company is part of a diversified group which has interests in Music, Art, Television, Directories and Education. A presentation of all their activities

was given by an official which was followed by a conducted tour within the printing unit.

Ms Surekha Kothari, President FLO expressed her gratitude to Mr. Vinod Kumar, Executive Director and Mr. V Rolla, General Manager, Thomson Press for their co-operation in the excellent arrangements and for the detailed information given to the members.

EXPERIENCES OF WOMEN ENTREPRENEURS

Chennai : October 5, 2002

The FICCI Ladies Organisation, Chennai Chapter and International Women's Association had a joint meeting on 5th October. Mrs Ritu Nanda, Director, Escorts Ltd. and a leading insurance agent in India, spoke to the gathering. Mrs Nanda held the attention of the audience with her very candid and forthright account of her business experiences.

She is the foremost among Indian women entrepreneurs as also in the insurance sector. Her attitude of learning from every experience, good or bad, and planning and moving ahead is admirable. It was a very enlightening and inspiring experience for all the members.



Ms Ritu Nanda addressing the audience

PANEL DISCUSSION ON PREVENTIVE HEALTH CARE

New Delhi : October 8, 2002

FICCI Ladies Organisation in association with Indraprastha Appollo Hospital New Delhi organized a panel discussion on Preventive Health Care, designed to emphasize that health is a fundamental human right that no individual should be denied. The panelists who took the initiative to make people understand that it is important to be vigilant about their personal health care were-Ms Shailaja Chandra, IAS, Chief Secretary, Govt. of NCT, Delhi; Dr. B M Hegde, Vice Chancellor, Psychiatry, Apollo Hospitals; Dr. Urvashi Jha, President, Indian Menopause Society; and Dr. Adrian Kennedy, Senior Vice President, Life Style Unit, Apollo Hospitals . Ms Shereen Bhan, Associate Producer,

CNBC moderated this discussion.

Over the years, there has been an apathy to the obvious fact that the ultimate goal of achieving good health for all cannot be accomplished without involving the community in the identification of their health needs and priorities as well as in the implementation and management of the various health related programs. This point was very clearly stressed during the deliberations.

Several pointers for preventive health care were given by each of the specialists from within their respective medical fields and from the fund of their individual study and experiences.



L-R : Adrian Kennedy, Shereen Bhan, Surekha Kothari,
Shailaja Chandra and Suneetha Reddy

TALK ON KNOW YOUR TYPE BY MR TATVAMASI DIXIT

Chennai : October 9, 2002

The speaker Mr Tatvamasi Dixit, Founder of UJAS Foundation, spoke on the topic "Know Your Type". He elaborated on the different categories of people

and spoke on how intrinsic nature affects behaviour in human beings.



Usha Umapathi addressing the audience,
L-R : Tatvamasi Dixit, Rinku Gupta and Zainab Kachwalla

WORKSHOP ON PHOTOGRAPHY – TRADITIONAL AND DIGITAL

New Delhi : October 24 & 25, 2002

Photography is an art. A well - clicked snap can change the perception of an object and can also add to and subtract from the actual picture to enhance or reduce its reality.

To educate those interested in learning this art, a two day workshop on Photography was organized by FICCI Ladies Organisation which was supported by Hanns Seidel Foundation of Germany.

The participants were given information about the tools & techniques of photography, and its various types, e.g., natural light photography, digital photography and panorama photography. They

were also given general information on the laboratory facilities, camera types, lens, pixel array, digital film-memory cards and other storage devices, light sensitivity, batteries for digital cameras, camera connectivity to computer etc. The participants were also taken out for field work on slides as well as on black & white films.

The expert faculty consisted of Mr Bhaskar Mukherjee, Director, The Magic Camera School of Fine-Art Photography; Mr.Shankar Barua, Director, IMADJINN; Mr Pavan Mahatta & Mr Pankaj Mahatta, Mahatta Digital Company.



L-R : Bhaskar Mukherjee, B K Puri, Chandra Garodia and Shipra Chatterjee



Outdoor Shooting

WORKSHOP ON CANDLE MAKING

Chennai : October 26, 2002

FICCI Ladies Organisation supported by Hanns Seidel Foundation, Germany, organized a one-day workshop on "Candle Making" on 26th October, 2002. There were three faculty members handling the one day workshop.

Ms Nidhi Jain was the main resource person and taught the participants the following types of fancy candles: floating candles, frosted candles, perfumed candles, fruit candles, and gel candles.

In the first session, she covered the technical details of candle making, the raw material used, availability, addresses where the raw material could be procured and prices. This was followed by another technical session where she

demonstrated on how to make each one of the candles listed above. Finally, after lunch there was a long session where participants could actually try their hands on making the candles.

The practical teaching at the workshop helped the 42 participants by the end of the day, to actually pick up candle making techniques and many had become proficient even in making decorative roses with wax.

The workshop was well received and the participants in their comments expressed satisfaction at having learnt candle making and were eager to try them out.



Participants learning the art of Candle Making

WORKSHOP ON HOW TO SUCCEED IN NATIONAL AND INTERNATIONAL MARKETING

New Delhi : November 11 & 12, 2002
Trivandrum: November 18 & 19, 2002

Chennai: November 14 & 15, 2002
Vadodara: November 21 & 22, 2002

The importance and relevance of International Marketing cannot be overstated in this modern world of globalization and liberalization. The concept of 'One World' is becoming a possibility, if not in the political sense, certainly in the parlance of economic and commercial transactions. No individual, country or economic entity can live in

isolation. Here lies the imperativeness of International Marketing. It is a matter of satisfaction that the principles of International Marketing are getting due recognition and attention with a view to strengthen economic co-operation among the business communities and countries.



Workshop on how to succeed in National and International Marketing at different places

To provide access to this vital area of education , FICCI Ladies Organisation organized four workshops on How to Succeed in National and International Marketing in New Delhi, Chennai, Trivandrum and Vadodara. All these workshops were supported by Hanns Seidel Foundation,

Germany. Prof Dr Egon B Heil, Director of the International Marketing Division, Rosenheim, Germany was specially invited to be a guest speaker. These workshops were aimed at familiarizing the participants with the opportunities that International Marketing offers.



L-R : B K Puri, Egon B Heil, Namita Gautam and Shipra Chatterjee



Dr Heil conducting the programme

TALK ON BUSINESS THROUGH EDUCATION

Chennai : November 13, 2002

On 13th November, 2002, Ms Jaya Venugopal addressed FLO members on the topic of "Business Through Education". She shared some of her experiences in the field of Education. She stressed the need of being focused on a particular goal, and to be ready to work for it. Ms. Venugopal was the Principal of the Chinmaya Mission International School for several years and hence, gave a rich insight into the subject of how business through education.



L - R : Rinku Gupta, Jaya Venugopal & Zainab Kachwalla

PANEL DISCUSSION ON INFORMATION, COMMUNICATION, TECHNOLOGY (ICT) TOWARDS A KNOWLEDGE BASED ECONOMY

New Delhi : November 26, 2002

The importance of knowledge to economies and societies has been much debated in recent years. Many have perceived knowledge as directly proportionate to economic growth. The Panel Discussion on Information , Communication, Technology: Towards a Knowledge Based Economy organized by FICCI Ladies Organisation explored the validity of this statement.

The panelists who shared their views on the same were Ms Padmaja Krishnan, Vice-President, HPS Professor Jayati Ghosh, Department of Economics, Jawaharlal Nehru University, Dr Aditya Tyagi, CEO, n-Abelrs, Infotech; Professor C.P. Chandrashekar, Head of

Department of Economics, Jawaharlal Nehru University. Mr. Aziz Khan, MD, Thomas India Private Limited was moderator for the session.

With a large population of India below the poverty and literacy line, the concept of a knowledge-based economy will take a long time to implement and make a success, of. Although India is riding the crest of a wave with its success in Information & Technology, this sector is a small one and has benefited only a few educated people . However, the technology has come to stay and we, as a nation will also have to gradually move towards knowledge for a majority of Indians.

VISIT OF THE JAPANESE DELEGATION

New Delhi : November 29, 2002

Ms Tamiko Iguchi, Head of the Office, CAWW and Ms Tazuko Kawaguchi, Operation Department of Advancement of Working Women of Japan (CAWW) visited India on 29th November 2002. The main objective of the delegation was to assess the current situation of working women in India and interact with organizations concerned with

women's economic independence and the general advancement of women.

A few selected members were invited to interact with the delegation. Ms Manju Monga, Member, Governing Body hosted a lunch in honor of the delegation.



Luncheon meeting with the Japanese Delegation



SEMINAR ON COUNTERFEIT PRODUCTS : CONSUMERS BEWARE

Mumbai: December 2, 2002

Today , counterfeiting has taken on menacing proportions in India, despite the fact that every year, more than Rupees 10 crores worth of fake products are destroyed. Here was an issue that held palpable relevance to everyone. Thus, on 2nd December, 2002, FICCI Ladies Organisation launched its Mumbai Chapter with a seminar on "Counterfeit Products: Consumers Beware". The seminar was very well organized and attended and one which , for the first time brought together senior professionals of companies like Hindustan Lever, Procter & Gamble, Tata Tea, Nutrine, Pepsico, Asian Paints, Castrol etc to address this issue on a common platform. Also participating were- Mr Javed Ahmed, Joint Commissioner of Police who talked about the role of the police and Mr Justice D Y Chandrachud of the Mumbai High

Court who gave his assessments on the present legal systems relevant to this issue.

Mr. Bharat Patel, Chairman of Procter & Gamble, who is also heading the FICCI Brand Protection Committee, informed us that counterfeit products have the same look as the original, while pass-offs on the other hand, may have a similar, but not identical sounding name, logo and package design. Fakes are especially indistinguishable from the real, when the counterfeiters recycle the original packaging.

There was an exhibition of Fake vs Real products that was set up, and created a lot of interest in the viewers. It was truly a shocking revelation that one out of three products that we might be buying as a consumer might be a fake!!



Some of the speakers at FLO's first conference on "COUNTERFEIT PRODUCTS : CONSUMERS BEWARE "
L to R Kiran Gera, Sushil Jiwarajka, Bharat Patel, Sujata Tiwari and Surekha Kothari

WORKSHOP ON MUSHROOM CULTIVATION

New Delhi: December 11 & 12, 2002

Mushroom cultivation, is one of the most important areas of entrepreneurship today and in view of environmental considerations, offers scope for the growth of eco-friendly projects. Today, mushroom cultivation has spread over the length and breadth of the country, with local spawn laboratories proliferating in areas of greater demand.

FICCI Ladies Organisation organized a two-day workshop on Mushroom Cultivation, supported by Hanns Seidel Foundation, Germany, to motivate the prospective entrepreneurs by providing them with useful and need based information, guidance and assistance. The faculty was Mr Sanjay Vohra,

an expert on Food & Vegetable Processing. He is one of the very few experts, who has helped many entrepreneurs to set up successful mushroom units in Delhi. He elucidated upon the history of mushroom cultivation, its advantages, nutritive value, types etc. The participants were also told about how to select a site, the infrastructure required, preparation of compost, spawning & casing, method of cropping, picking, packing etc. Thereafter, they were also taken to two mushroom cultivation sites for a visit so that they could witness first hand the actual process involved in the growing of mushrooms.



L-R : B K Puri, Sanjay Vohra, Kusum Ansal and Shipra Chatterjee



SEMINAR ON HORTICULTURE AS A BUSINESS

Chennai : December 11, 2002

On 11th December, 2002, Mr. Rajaram, who is a professional horticulturalist, enlightened talked to the members about the potential of horticulture and floriculture as a Career. He spoke at length about the Flora and Fauna of South India and showed

interesting samples as well. He informed the gathering about the potential of developing business in this field internationally, through their export to the rest of the world.

PANEL DISCUSSION ON HOLISTIC HEALING METHODS

New Delhi : December 12, 2002

FICCI Ladies Organisation in association with PHD Chamber of Commerce and Industry organized a Panel Discussion on Holistic Healing Methods for their members, which was a great success. The guest speakers included Ms Akash Dharmraj (on Reiki & Crystal Healing); Mother Aparna (on Enlightenment Teachings); Dr Anjali Hazarika (on Dream Therapy) and Mr. Ajay Poddar (on Colour Therapy). The moderator was Mr Vikas Malkani, Founder, Soulcentre. The subject turned out to be a very popular one from the audience point of view.

The speakers said that the different arts of natural healing have been with us for ages, and can often be very powerful if supported ably by our Innate wisdom. We need to pay attention to what helps us keep in balance, especially in these times of highly stressful living, a danger of the breakdown of our immune systems in a heavily polluted environment and a compulsion to look outwards for material gains instead of looking inwards for spiritual gains.

WORKSHOP ON GEMS & JEWELLERY

New Delhi : December 16-18, 2002

Gems & Jewellery exports have achieved tremendous success in India and currently, is the single largest foreign exchange earner for the country. The Gems and Jewellery Export Promotion Council testifies that India has made diamonds accessible and affordable to millions all over the world. At present, India has a monopoly; it has 70% of the world's diamond market by volume and 50% by value. The world market of cut and polished diamonds is worth about \$8 billion. Of this, India has a \$4 billion market. The added attraction of the Indian market is its sheer variety and volume, catering to every taste and purse. Diamonds exports constitute around 88% of the total exports of gems and jewellery from India.

FICCI Ladies Organisation conducted three workshops on Gems and Jewellery in New Delhi all of which were supported by Hanns Seidel

Foundation, Germany. The workshops were aimed at acquainting participants with the modern technology and skills associated with the Gems & Jewellery industry. The main faculty comprised of Mr Vikas Joshi, Senior Gemologist, Mumbai; Ms Rosily Paul Vadakkal, Chief Designer, Diamond Studio; Mr Nalin Gupta, Group Consultant, NIS Sparta Ltd; and Ms Dolly Swaroop, Manager, RBI.

Participants were given an introduction to gemology and were also given information on how to classify gemstones according to their trade and technical terminology, their synthesis and recognition, instrumentation in gem identification, assorting and evaluating gemstones, jewellery designing and making, selling of gems and jewellery and their export- import formalities. These training programs are very popular and in demand.



Audience listening with rapt attention



L-R : B K Puri, Chandra Garodia, Shipra Chatterjee and Vikash Joshi

OFFICIAL VISIT BY THE NATIONAL PRESIDENT

Chennai : January 8, 2003

Mrs. Surekha Kothari, the National President of the FLO addressed the member, detailing the aims and objectives of the organization through a Power Point presentation. The President gave members an insight into the working of the FICCI Ladies Organisation. She also spoke of the good work

being carried out by the new Chapters in Hyderabad and Mumbai. Towards the end of her address, she answered questions and gave some pointers on how FLO could develop as an organization bringing about constructive changes in the lives of women.



Mrs Surekha Kothari, the National President of the FLO is being welcomed by Zainab Kachwalla

STUDY - CUM - TRADE DELEGATION

Bangladesh : January 11-16, 2002

A six member delegation to Bangladesh led by the President Mrs. Surekha Kothari, visited Bangladesh on a Trade Promotion Delegation-cum- study tour (of NGOs). This included one member each from Kolkata, Mumbai and Delhi and three from Chennai including the President.

BANGLADESH SCENARIO:

- Population: 88% Muslims, 11% Hindus
- Culturally very similar to Indians
- Share common problems with India
- The grass root level upliftment through micro credit has helped many and NGOs such as GRAMEEN BANK and BRAC (Bangladesh Rural Administrative Committee)



Hon'ble Minister M Morshed Khan, Mr Mintoo, Narseen Mintoo, Surekha Kothari, Shipra Chatterjee and Minister Dr Osman Faruque



L-R : Kanamma Ranga Rao, Shipra Chatterjee, Kiran Gera, Nasreen Mintoo, Dr Osman Faruque, Surekha Kothari, Urvija Jain and Zainab Kachwalla

MEETINGS:

Meetings were held with the following:

- Minister for Industries
- Minister for Commerce
- Minister for Foreign Affairs
- Minister for Education
- Federation of Bangladesh Chambers of Commerce & Industry (FBCCI)
- Chittagong Chamber of Commerce & Industry
- Women Entrepreneurs Association of Bangladesh (WEAB)
- Women's Chamber of Business & Industry

Apart from this, the delegates met several women entrepreneurs, big, medium and small and women who are managing micro credit and NGOs. The work done by GRAMEEN BANK AND BRAC was witnessed in a prototype village.

The members of WEAB went all out to welcome and host the FLO delegation. This is the first time that such a delegation has visited Bangladesh and there was tangible excitement evidenced among the women entrepreneurs there about the possibility of working with FLO on a regular basis. WEAB, the women's wing of FBCCI and the FBCCI

have expressed the desire to enter into a mutual help agreement with FLO.

A Memorandum of Understanding is being signed by the two organizations just prior to the Annual General Meeting of FLO to formalize the establishment of a relationship of mutual co-operation.



L – R Tabith M Awal, Hon'ble Minister M Morshed Khan, Hon'ble Minister Dr Osman Faruque, Nasreen Awal Mintoo, Surekha Kothari and Mr Mintoo

TALK ON “DOES SUCCESS NECESSARILY EQUAL HAPPINESS”?

Mumbai: January 18, 2003

On the 18th January 2003, the Mumbai Chapter of FICCI Ladies Organization conducted a delightful session by Mr. Y.K. Sapru, Chairman of Cancer Patients Aid Association which kept his entire audience enthralled. The issues that were raised were very pertinent. "Does success necessarily equal happiness"?

Though the philosophy he expounded was easy to understand, the path which he pointed out was not easy to pursue. However, Mr Sapru gave some answers. "Reflect upon your goals in life and ask

yourself - is the focus on your career, self-importance, or relationships? However, this should be what YOU want, not something dictated by peer pressure, society or status. After determining this point, check out as to where you have reached vis-à-vis these goals".

It was a session that forced its audience to look inwards and reflect upon some basic issues that they rarely do otherwise. It was a unique learning experience.



Mr. Y.K. Sapru has a full house

PANEL DISCUSSION ON NEWSMAKERS : ON THE ISSUE OF MEDIA POWER AND RESPONSIBILITY

New Delhi : January 28, 2003

The role of the media needs to be critically examined in an era when the complexities of the world society bear the contradictions of rapid technological advancement on one hand, and , on the other, social regressions through the strengthening of human prejudices of caste and creed as also religious intolerance . This message emerged with visible clarity during the observations made by the panelists at the Panel Discussion on "Newsmakers: On The Issue of Media Power and Responsibility" organized by FICCI Ladies Organisation.

In her welcome speech, Ms Surekha Kothari, President, FLO said that the role of media in any democratic society is to ferret out information and spread this amongst people without trying to influence them.

In the panel discussion Mr N Ram, Editor, Frontline said that the power of the press lies in the reach it has to millions of people across the country. He added that the media could play the important role of a watchdog and also educate people on the various aspects of any issue while building up a consensus on it.

Sharing his views with the audience Mr Arnab Goswami, News Editor, NDTV, lamented the fact that an attempt was being made by the media to go down to the lowest common denominator for gaining quick popularity.

Mr Tarun Tejpal, Editor-in-Chief, Tehelka.com, stated that the institution of democracy makes it possible to check the misuse of power and needs media to accomplish the same.



L-R : Arnab Goswami, N Ram, Surekha Kothari and Tarun Tejpal



Surekha Kothari presenting memento to Tarun Tejpal.
Also seen Shipra Chatterjee.



FELLOWSHIP MEET & TALK BY MR RAMAKRISHNA OF LARAS

Chennai : February 12, 2003

On 12th February 2003, Mr. Ramakrishna of LARAS spoke to FICCI Ladies Organisation on a very interesting topic, "So Whats Your Excuse?" He spoke on how the responsibility of changing oneself lay within each of us. What was required was self-belief. "Ask, "he said" and whatever you want will be yours". But often we do not know what to ask for. He elaborated on the Tools of self discovery and tools of energy shifts and how and where they could be applied.

He differentiated between the concepts of "spending time" as against "investment time". Mr Ramakrishna stressed on the need to find out what is not in sync in one's life. One needs to find a strong enough reason to change and put down

positive and negative reasons why change is very necessary.

Mr Ramakrishna further added that when you are dissatisfied with any situation, you can either alter or avoid or accept the circumstances and, in the latter case, can build on your strengths and change your perspective in life. Conditioning barriers e.g. ignorance, limiting beliefs, fear, pride, low self-esteem, etc come in the way of bringing about any change. Self-esteem is the net result of one's levels of self-worth, self confidence and self awareness. He outlined several ways of bringing about change in one's life. He narrated a wonderful story of how each one of us is in fact a gold mine waiting to be discovered.

SEMINAR ON CANCER AWARENESS: CANCER PREVENTION.

Mumbai : February 19, 2003

On 19th February 2003, FLO Bombay Chapter organized a seminar on "Cancer Awareness: Cancer Prevention" for the benefit of those who did not have a brush with this disease. In the battle with cancer, the crux of the problem seems to be one of lack of knowledge which results in the propagation of myths and misapprehensions about cancer. That's why most people remain ignorant and afraid. Spreading awareness is a solution to this problem. Our Seminar was one such initiative.

Dr. Ketayun Dinshaw, the Director of Tata Memorial Hospital, in her keynote address, discussed what is cancer, signs and symptoms, causative factors, warning signs and commonly occurring cancers in India. Dr. R.A Badve, Head of Surgery at Tata

Memorial Hospital shed light on the myths and superstitions surrounding cancer. He also emphasised on the criticality of early self-detection. The former Head of Nutrition at the Hinduja Hospital discussed the role of diet in preventing and combating cancer. Dr Ragevendra Rao, of the Vivekananda Yoga Research Institute, Bangalore, presented a paper on some pioneering work done by this institute on yoga as an alternate therapy.

This Seminar was addressed by some of the country's foremost experts on cancer, and all their presentations were focused on the general public. This Seminar turned out to be a very relevant one and a unique learning opportunity for all.



L-R : Shubha Maudgal, Alka Kapadia, Dr Rao, Manju Bhargava, Dr Mona Mucadum, Dr Badve, Kiran Gera, Vinita Bimbhat, Pradnya Chauhan and Renu Kapoor



L-R : Dr Ketayun Dinshaw, Dr R A Badve and Kiran Gera



PANEL DISCUSSION ON POLITICS OF COALITION : PROGRESSIVE OR REGRESSIVE

New Delhi : February 26, 2003

The coalition government is perceived by some to be more democratic, and hence fairer, because it represents a much broader spectrum of public opinion than government by one party alone. In almost all coalitions, a majority of citizens voted for the parties which form the government and so their views and interests are represented in political decision-making.

Speaking at the Panel Discussion on The Politics of Coalition: Progressive or Regressive organized by FICCI Ladies Organisation, Mr Ravi Shankar Prasad, Honourable Minister of State for Information & Broadcasting (Independent Charge) Govt. of India stressed the need for 'reciprocity' and 'responsibility', which he felt would enable the establishment of a basic trust between the Coalition partners.

In his speech, Mr Amar Singh, M P, said that coalition is indispensable in the present context. He also called for collective governance saying that a basic set of common principles needs to be

adhered to while forming the coalition.

Sharing his views with the audience, Dr T Subbarami Reddy, General Secretary, All India Congress Committee and M P, Rajya Sabha observed that a coalition gives a platform to a wider spectrum of opinions. Reiterating Mr Amar Singh's views of a pre-poll coalition, he averred that this could pave the way for progress, commitment, stability, understanding and better communication.

According to Mr Nilotpal Basu, M P, CPI(M), given the nature of Indian states, coalition has become an inevitable reality and therefore, preference should be given to evolving policies acceptable to all parties forming the coalition.

Addressing the meeting, Mr Praful Patel, Leader and Spokesperson of the National Conference Party expressed his view that coalition politics was here to stay for the next twenty years if not more and therefore, whether progressive or regressive, the country did not have a choice.

WORKSHOP ON HUMAN RESOURCE DEVELOPMENT FOR CORPORATE EXCELLENCE

Coimbatore : February 28, 2003

FICCI Ladies Organisation organized a workshop on Human Resource Development for Corporate Excellence which was supported by Hanns Seidel Foundation, Germany. The workshop was designed to make people understand that Human Resource Development is essential for the success of an organization. The workshop focused on leadership, TQM, Quality & Service, importance

of Customer etc. The faculty who talked about and discussed all these important elements of HRD with the audience was Mr A V L Narasimha Rao, Management Consultant from Hyderabad.

The participants were immensely benefited by the workshop

To Commemorate the International Women's Day:

LIVELY INTERACTIVE SESSION ON RELATIONSHIPS VS RELATIONSHIPS

New Delhi : March 6, 2003

Human relations are the basic fulcrum of any activity, be it business, political or social. Success is ultimately directly proportionate to our human skills. This was the subject to commemorate the International Women's Day: "Relationships Vs Relationships" organized by FICCI Ladies Organisation in association with The Empress Club on 6th March 2003. The guest speakers were-Ms Renuka Chowdhury, MP, Lok Sabha and Mr Vikas Malkani, Founder, Soulcentre.

Women of all ages were present there and listened to Mr Vikas Malkani with rapt attention as the self-styled spiritual guru expounded on the 'Seven Commandments of Love'. He said that a relationship is successful only when both parties give 100 percent. The popularized theory of the

50 : 50 equation is not correct.

Next to enthrall the audience was the witty Lok Sabha MP, Ms Renuka Chowdhury as she quoted generously from her life experiences. Ms Chowdhury said that one needed to love and like, oneself before one can give love to others and that making oneself happy is not an act of selfishness but a pre-condition to entering into a relationship.

The lively interactive session was designed to bring out the irony and the counter pulls within the word "relationship" which in itself spells a connection between human beings but also has a negative reality arising from the fragile ego of the human being.



Renuka Chowdhury, on her right Surekha Kothari and on her left Renuka Dudeja and Shipra Chatterjee

TALK ON FENG SHUI IN OUR DAILY LIVES

Chennai : March 12, 2003

On the 12th March, 2003, Ms. Girija Krishnan, a Feng Shui expert spoke to the FICCI Ladies Organisation members on the usefulness and practical aspects of Feng Shui in our daily lives.

She explained the significance of the basic symbols and charms used by Feng Shui to realign the forces operating in our homes.



Ms Girija Krishnan addressing the FLO members

WORKSHOP ON CULINARY - TASTY WONDERS

New Delhi : March 21 & 22, 2003

The changing lifestyle of people under increased urban influence and the paucity of time has given a great commercial value to all service sectors, food service being one of the important one. Take away fast food places, home delivery outlets, ready-to-eat and ready-to-serve foods are becoming a trend and their popularity escalating very fast. The food service industry today has revolutionized the role of the professional chefs today more than ever before. Today, a chef must be a consummate business professional, capable of developing not only the most current trends in menus, but training and directing the staff who deliver the product. One should also be a proficient

marketing and a public relations person since all food business is a personalized one.

FICCI Ladies Organisation organized a Workshop on Culinary - Tasty Wonders on 21st & 22nd March 2003 in association with the Manpower Development Center, Ashok Human Resource Development, India Tourism Development Corporation (ITDC) and was supported by Hanns Seidel Foundation, Germany. The workshop was held at the premises of Manpower Development Center of ITDC, and was inaugurated by Mr Kuldeep Verma, General Manager AHRD Division, ITDC.



Seema Chandra addressing the participants



Demonstration is on

VISITING NEPALESE DELEGATION

New Delhi : March 31, 2003

Ms Shanti Chaddha, President, Women Entrepreneurs Association of Nepal (WEAN), Ms Prabha Thacker, Member Secretary, Social Welfare Council under the aegis of the Ministry of Women, Children and Social Welfare and Ms Pramila Acharya Rijal, General Secretary, WEAN, visited India on 31st March 2003. The main objective of the

delegation was to discuss the possibility of formation of the SAARC shop in the region.

The meeting was held at Federation House, Tansen Marg, New Delhi. Ms Chandra Garodia, Vice-President, FLO hosted a lunch in honor of the delegation.



Nepal delegation

THE MEGA EVENT- A ONE DAY SEMINAR ON WOMEN, CINEMA & SOCIETY

New Delhi: April 9, 2003

Indian Cinema offers myriad choices in terms of the type of themes on women and variety of their portrayals. FICCI Ladies Organisation organized a one-day seminar on Women, Cinema & Society in Delhi on April 9, 2003, which highlighted the different aspects of the impact of cinema on Indian society and vice-versa. The seminar was divided into two sessions:

- I – Showbiz: Woman Power: The Struggle
- II – The Changing Face of Glamour: Reel to Real



L – R : Hon'ble Minister Mr Ravi Shankar Prasad, Jaya Bachchan lighting the lamp, and Surekha Kothari

In her welcome address, Ms Surekha Kothari, President, FLO said that given the fact that cinema is such powerful medium, it should shoulder the responsibility of being an instrument of change within individual thought processes as well as within the society.



L - R : Jaya Bachchan, Hon'ble Minister Mr Ravi Shankar Prasad, Surekha Kothari and Chandra Garodia

Mr Ravi Shankar Prasad, Hon'ble Minister of State for Information and Broadcasting, Government of India who was Chief Guest at the inaugural session along with Mrs Jaya Bachchan strongly expressed his views on the relationship between cinema and society. Hon'ble Minister said that the government had no role in censorship, and that there is no empirical evidence of what people want



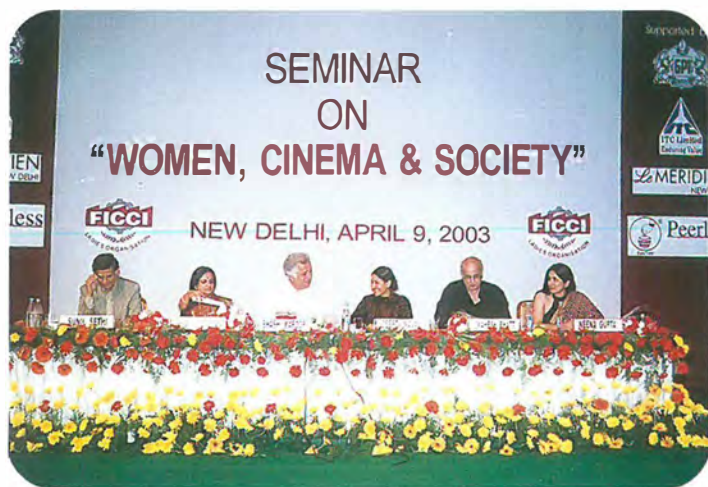
Surekha Kothari delivering her Welcome Address

in films. He advocated self regulation based on Indian traditions and sensibilities.

Mrs Jaya Bachchan in her address highlighted the element of pure entertainment in cinema. "To control is not the job of the government, and people should be free to choose what they want to see". Agreeing with Mrs Bachchan's statement, Mr Mahesh Bhatt the guest speaker for the second session added that the government should not be expected to play the role of the mature parent and it is definitely the role of the parents to teach children the difference between right and wrong and then give them the freedom of choice.



L – R : Vyjayantimala Bali, Suhasini Maniratnam and Jaya Bachchan



L – R : Sunil Sethi, Bhawana Somaaya, Shashi Kapoor, Deepti Naval, Mahesh Bhatt and Neena Gupta

the current context. Ms Barkha Dutt, Senior Reporter, NDTV; and Mr Sunil Sethi, Journalist, NDTV were the Moderator for the first and second session respectively.



Mrinal Sen and Shashi Kapoor



Hon'ble Minister Mr Ravi Shankar Prasad with Dr A C Muthiah and Dr Amit Mitra

With the emergence of cinema as an industry, it was felt by the audience that Bollywood should mature into a medium which is both creative and meaningful in terms of entertaining while also retaining the Indian culture and value systems.

The interactive sessions were thought provoking and succeeded in dwelling on several burning issues which the Honorable Minister showed a very positive desire to tackle with the help of inputs by the public at large and organizations like FLO.



A part of the audience

A TALK AND AN INTERACTIVE SESSION ON HOW TO WRITE A WILL AND LAWS OF SUCCESSION

Mumbai : April 5, 2003

On the 5th of April 2003, the Mumbai Chapter of FICCI Ladies Organisation had a lecture and an interactive session on "How to write a Will and Laws of Succession". Ms Shobha Jagtiani, a very eminent lawyer, talked to the members on various aspects of Will making, its importance, validity, registration etc. The feedback on this program was overwhelmingly positive. Members and other attendees felt that not only was the topic relevant,

it was critical as an input to general knowledge. Shobha also distributed literature and a draft of a prototype Will, explaining each point and details on how to write them. This was a bonus for the attendees of this lecture.

Mumbai Chapter would be happy to provide a copy of the draft to any FLO Member from outside Mumbai. Please e-mail your queries to flobombaysecretary@yahoo.co.in.



Shobha Jagtiani addressing the members

SOCIO-ECONOMIC PROJECT OF DAKSHINPURI

FICCI Ladies Organisation has been running a Vocational Training Course on Cutting and Tailoring for Women of the weaker section in the slum area

of Dakshinpuri. But this year due to some unavoidable circumstances the project has come to an end with effect from 1st April 2003



Group Picture of Participants at Dakshinpuri

MANAGEMENT CONCEPTS IN THEATRE – A SHORT RENDITION OF PRAHALADA CHARITRAM PERFORMED BY KOOTU-P-PATTARRAI, FOLLOWED BY A MODERATE DISCUSSION ON ROLE EXPLORATION AND LEADERSHIP DEVELOPMENT

Chennai : April 25, 2003

FLO Chennai Chapter wore a festive look on 25th April 2003. The occasion was the fellowship cum fund raiser for the chapter which was held at the Park Hotel. FLO members and leading lights from the social scene in Chennai were present in good numbers to witness a unique programme by the Koothu-p-Pattarai team entitled 'Management Concepts Through Theatre'. The Koothu -P-Pattarai propogates an ancient system of street theatre used to deliver messages to the public. A team of

artists have in recent years revived this form and put it to effective use in the corporate world as well, using theatre techniques to bring out the inherent capacities in an individual and to discuss various concepts. The afternoon's performance was based on 'Pahlada Charitram', and three actors enacted the famous story with the minimum of make-up and props, emoting and singing in such a way so as to overcome even the language barrier moving even the non-Tamil speaking members.



The Hanns Seidel Foundation in India

by B.K. Puri, Liaison Officer, HSF

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 to 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 four German Foundations in India.

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

The HSF receives grants from the Federal Republic of Germany and the Free State of Bavaria; its activities are non-commercial, non-profit-making and its accounts 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; and (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 Cooperation" functions overseas; we are in India since 1996 and cooperating with the FICCI Ladies Organization (FLO), which is our active partner. Our endeavor is to promote the principle of "self help". The partner-organization has not only to be on the receiving end, but contributing as well. Only through this kind of joint effort, we feel, could a dialogue become purposeful between India and Germany.

Objectives:

With a view to promoting knowledge and awareness, the HSF supports 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 to help themselves, and further up-date their qualifications, skills and capabilities. The Foundation's educational programs are intended to: (i) invoke thought process and provide motivation and awareness for independent action; and (ii) train the participants to enhance their level of competence, so that they become self-reliant 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 for about 35-40 projects annually. These educational workshops & training programs, proposed by the FLO, are mainly for women, and spread all over India; the three broad categories receiving our support are: (1) Grass-root level or income generation projects for the unemployed and for the artisans and craftpersons; (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 and up to the end of April 2003, nearly 8700 participants from all over India have taken advantage of some 215 training programs/workshops/seminars and symposia, organized by the FLO, and supported by this Foundation.

ACTIVITIES HELD DURING THE PERIOD

MAY 7, 2002 TO MAY 2, 2003

Date	Event	Venue
2002		
May 7	Governing Body Meeting	New Delhi
May 30 & 31	FLO / HSF Workshop on Emotional Intelligence for Business Excellence	New Delhi
June 12	Talk by Ms Uma Krishnan on The Electronic Revolution in Consumer Banking	Chennai
June 14	Orientation Meeting	Coimbatore
June 15	FLO/HSF Workshop on Continuous Improvement Management Techniques (KAIZEN)	Coimbatore
June 18	Orientation Meeting	✓ Hyderabad
June 20 & 21	FLO/ HSF Workshop on Handicrafts & Handlooms Entrepreneurship	Shimla
July 2 & 3	FLO / HSF Workshop on Emotional Intelligence for Business Excellence	Goa
July 10	Introductory Talk on KAIZEN School of Management	Chennai
July 10	Industrial Visit to KG Denim	Coimbatore
July 18	Governing Body Meeting	New Delhi
July 19	Fellowship Meet & Panel Discussion on Vision 2020 : Supreme Court - The Supreme Authority	New Delhi
July 22 – 27	Office Bearers' Study Tour to Munich (on the invitation of HSF)	Germany

July 25	Interactive Session on The Business of Fashion in India & Abroad	Kolkata
August 7 - 10	FLO/HSF EDP for Craftspersons	Andhra Pradesh
August 8 & 9	FLO/HSF Workshop on Powerful Communication Skills – Your Highway To Success	Visakhapatnam
August 13 & 14	FLO/HSF Workshop on Food Service Business	New Delhi
August 14	Talk on : Strategies for Rapid Growth & High Profitability	Chennai
August 21	FLO/HSF Workshop on Packaging	Chennai
August 23	FLO/Infinity Business School Interactive Session on Key Concepts for Success in Business	New Delhi
August 26 & 27	FLO/HSF Workshop on Emotional Intelligence for Business Excellence	Kolkata
August 27	Industrial Visit to Sharada Terry Products	Coimbatore
August 29	Fellowship Meet & Panel Discussion on CYBER(S) TALK : Terrorism with a Difference	New Delhi
September 11	Workshop on Finance & Investments in association with HDFC, HDFC Bank, HDFC Mutual Funds	New Delhi
September 11	Quiz Program By & For FLO Members	Chennai
September 12 & 13	FLO/HSF Workshop on Journalism - A Career Option	New Delhi
September 13	Orientation Meeting	Mumbai ✓
September 16	Members' Meet	Hyderabad ✓
September 21	FLO/CNBC Interactive Luncheon Meeting	New Delhi
October 2 & 3	FLO/HSF Workshop on Interpersonal Skills	Kolkata
October 4	Visit to Thomson Press	Faridabad
October 5	Experiences of Women Entrepreneurs	Chennai

October 8	Panel Discussion on Preventive Health Care in association with Apollo Hospitals	New Delhi
October 9	Talk on Know Your Type by Mr Tatvamasi Dixit	Chennai
October 14	Members' Meet	Hyderabad
October 19	Indo- Asian Summit	Hyderabad
October 22 – 26	FLO/HSF EDP for Craftspersons	Rajasthan
October 24 & 25	FLO/HSF Workshop on Photography - Traditional & Digital	New Delhi
October 26	FLO/HSF Workshop on Candle Making	Chennai
October 26	FLO/HSF Workshop on Emotional Intelligence for Business Excellence	Coimbatore
October 30 & 31	FLO/HSF Workshop on Handicrafts & Handlooms Entrepreneurship	Aligarh
November 11 & 12	FLO/HSF Workshop on How to Succeed in National and International Marketing	New Delhi
November 13	Address by Mrs Jaya Venugopal on Business through Education	Chennai
November 14	Members' Meet	Hyderabad
November 14 & 15	FLO/HSF Workshop on How to Succeed in National and International Marketing	Chennai
November 18 & 19	FLO/HSF Workshop on How to Succeed in National and International Marketing	Trivandrum
November 21 & 22	FLO/HSF Workshop on How to Succeed in Trivandrum National and International Marketing	Vadodara
November 23	Orientation Meeting	Vadodara
November 25	Governing Body Meeting	New Delhi
November 26	Panel Discussion on Information, Communication, Technology (ICT): Towards a Knowledge Based Economy	New Delhi

November 27	Orientation Meeting	Pune
November 29	Luncheon Meeting with the Visiting Japanese Delegation	New Delhi
December 2	Seminar on Counterfeit Products : Consumers Beware	Mumbai ✓
December 11	Seminar on Horticulture as a Business	Chennai
December 11 & 12	FLO/HSF Workshop on Mushroom Cultivation	New Delhi
December 12	Panel Discussion on Holistic Healing Methods in association with PHD Chamber of Commerce & Industry	New Delhi
December 14	Members' Meet	Hyderabad ✓
December 16 – 18	FLO/HSF Workshop on Gems & Jewellery	New Delhi
December 23 & 24	FLO/HSF Workshop on Interpersonal Skills	New Delhi
2003		
January 8	Official Visit by the National President	Chennai
January 11 – 16	Study-cum-Trade Delegation	Bangladesh
January 16	Fellowship Meet	Hyderabad
January 18	Seminar on Does Success Necessarily Equal Happiness?	Mumbai
January 28	Panel Discussion on Newsmakers: On the Issue of Media Power and Responsibility	New Delhi
February 12	Fellowship Meet & Talk by Mr Ramakrishna of LARAS	Chennai
February 14	Members' Meet	Hyderabad ✓
February 19	Seminar on Cancer Awareness : Cancer Prevention	Mumbai
February 22	Study Tour to Raju Foundation Centre & Satyam Technology Park	Hyderabad ✓

February 24 & 25	FLO/HSF Workshop on Handicrafts & Handlooms Entrepreneurship	Jaipur
February 26	Panel Discussion on Politics of Coalition : Progressive or Regressive	New Delhi
February 28	FLO/HSF Workshop on Human Resource Development for Corporate Excellence	Coimbatore
March 3	Governing Body Meeting	New Delhi
March 6	To commemorate the International Women's Day : Lively Interactive Session on Relationships Vs Relationships in collaboration with the Empress Club	New Delhi
March 12	Talk on Feng Shui in Our Daily Lives by Ms Girija Krishnan	Chennai
March 21 & 22	FLO/HSF/ITDC Culinary Workshop - Tasty Wonders	New Delhi
March 31	Luncheon Meeting with visiting Nepalese Delegation	New Delhi
April 3	Governing Body Meeting	New Delhi
April 9	The Mega Event - One Day Seminar on Women, Cinema & Society	New Delhi
April 25	Management Concepts in Theatre - A Short Rendition of Prahalada Charitram performed by Kootu-P-Pattarrai, followed by a moderate discussion on Role Exploration and Leadership Development	Chennai
May 2	Signing of mou between FLO & WEAB	New Delhi

GOVERNING BODY MEETINGS

May 7, 2002	New Delhi
July 18, 2002	New Delhi
November 25, 2002	New Delhi
March 3, 2003	New Delhi
April 3, 2003	New Delhi

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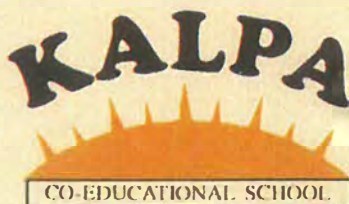
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