



# AITUC DIGITAL ARCHIVE - 2021

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## RECORD FILE

No. 80

File No. 102

Previous No. \_\_\_\_\_

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Name PRESIDENT. A.I.T.U.C.

Address 1992 & 1993

Subject (NR)

Year 19

1992 & 1993



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File 102

(TO BE PUBLISHED IN PART I SECTION 1 OF THE GAZETTE OF INDIA)

RECEIVED  
20 NOV 1992  
A.I.T.U.C.

GOVERNMENT OF INDIA  
MINISTRY OF HEALTH AND FAMILY WELFARE  
(DEPARTMENT OF FAMILY WELFARE)

New Delhi, the 13 November, 1992

RESOLUTION

No. R.17012/1/90-OS - The Government of India have decided to nominate the President, Hind Mazdoor Sabha (by name) in place of its General Secretary (by name) and the Vice-President, Confederation of Indian Industry (by name) in place of its President (by name) as notified in Resolution of even number, dated 11th May, 1992, against Sl. No.15 and Sl.No. 22 respectively, as Members of the Tripartite National Committee on Family Welfare Planning.

*Adarsh Misra*

(Smt. Adarsh Misra)  
Joint Secretary to the Govt. of India &  
Member-Secretary, Tripartite Committee  
(T. 3017447)

ORDER

Ordered that a copy of this Resolution be communicated to all Ministries/Departments and all State Governments/Union Territories and that the Resolution be published in the Gazette of India for general information.

*Adarsh Misra*

(Smt. Adarsh Misra)  
Joint Secretary to the Govt. of India &  
Member-Secretary, Tripartite Committee

The General Manager,  
Government of India Press,  
Faridabad (Haryana) (along with Hindi version)

No. R. 17012/1/90-OS Dated the 13 November, 1992

Copy forwarded to:-

1. All the Members of the Tripartite Committee (as per list).
2. The Director of Audit, Central Revenues, I.P.Estate, N.Delhi-2.
3. The Pay & Accounts Officer (Sectt), Ministry of Health & FW, Nirman Bhavan, New Delhi-110011.
4. Ministry of Finance (Department of Expenditure), New Delhi-110001.

*Fih*  
*Family Welfare*  
*20/11*



5. Ministry of Labour (Population Cell - Labour Welfare Organisation), Jaisalmer House, Man Singh Road, New Delhi.
6. Ministry of Labour, Shram Shakti Bhawan, New Delhi-110001.
7. Planning Commission (Health & Family Welfare Division), Yojana Bhawan, New Delhi - 110001.
8. Department of Women & Child Development, Ministry of Human Resource Development, New Delhi - 110 011.
9. Department of Education, Ministry of Human Resource Development, Shastri Bhawan, New Delhi-110 011.
10. Department of Public Enterprises, Public Enterprises Bhawan, CGO Complex, Lodhi Road, New Delhi - 110 003.
11. Director-General, Employees State Insurance Corp., Kotla Road, New Delhi - 110 001.
12. Director, Central Board of Workers Education, 1400 West High Court Road, Gokulpeth, Nagpur - 440 010.
13. Secretary, INTUC, 4 Bhai Veer Singh Marg, New Delhi.
14. Secretary, AITUC, 24, Canning Lane, New Delhi-110 001.
15. Secretary, HMS, 120, Babar Road, New Delhi - 110 001.
16. Secretary, BMS, Tilak Gali Paharganj, New Delhi-110 055.
17. Secretary, CITU, 6, Talkatora Road, New Delhi-110 001.
18. Secretary-General, Employers Federation of India, Army & Navy Building, 148 Mahatma Gandhi Road, Bombay-400 023.
19. Secretary, Confederation of Indian Industry, 23-26, Institutional Area, Lodhi Road, New Delhi - 110 003.
20. Secretary, Federation of Associations of Small Industries of India, Laghu Udyog Kuteer, B-23/2, Guru Gobind Singh Marg, New Rohtak Road, N.Delhi.
21. Secretary, AIMO, Jeevan Sahakar, Sir P.M.Road, Bombay - 400 023.
22. Secretary, FICCI, Federation House, Tansen Marg, New Delhi - 110 001.
23. Secretary, ASSOCHAM, 17, Parliament Street, N.Delhi-110001.
24. Secretary, PHDCCI, PHD House, Opp.Asian Games Village, N.Delhi - 110 016.
25. Secretary, ITA, Royal Exchange, 6, Netaji Subhas Road, Calcutta - 700 001.



26. Secretary-General, Standing Conference of Public Enterprises, SCOPE Building, CGO Complex, Lodhi Road, New Delhi-110 003.
27. Director General, Doordarshan, Mandi House, N.Delhi-1.
28. Director General, All India Radio, Sansad Marg, N.Delhi-1.
29. Director General of Health Services, Nirman Bhawan, New Delhi (with ten spare copies).
30. Director, National Institute of Health & Family Welfare, New Mehrauli Road, Munirka, New Delhi -- 110 067.
31. Director, Central Health Education Bureau, Dte. General of Health Services, Kotla Road, Temple Lane, New Delhi-1.
32. Director (Pers), NTPC, SCOPE Complex, Lodhi Road, New Delhi-110 003.
33. Director (Pers), SAIL, Lodhi Road, New Delhi - 110 003.
34. All Regional Directors, Health & Family Welfare.
35. All Central/Regional Family Welfare Training Centres.
36. Finance Desk-I, Ministry of Health & Family Welfare.
37. Budget Section (Family Welfare), Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.
38. Cash (Family Welfare) Section, Deptt. of Family Welfare.
39. All Officers/Desks/Sections in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

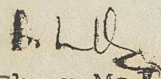
4 . PS to HFM.

41. PS to MOS.

42. PS to MOS, Ministry of Labour, Shram Shakti Bhavan, New Delhi.

43. PS to Secretary, Family Welfare.

4.. PS to JS(AM).

  
(Ehag Ma.)  
Director (MVO)  
Tel.3019398.



॥ भारत के राजपत्र के भाग-1, खंड-1 में प्रकाशनार्थ ॥  
भारत सरकार

स्वास्थ्य और परिवार कल्याण मंत्रालय  
॥ परिवार कल्याण विभाग ॥

निर्माण भवन, नई दिल्ली,  
दिनांक: 13 नवम्बर, 1992

सं क ल प  
= = =

संख्या आर. 17012/1/90-ओORस0-दिनांक 11 मई, 1992 के समसंख्यक संकल्प में यथा अधिसूचित क्रमांक: क्रम संख्या 15 और क्रम संख्या 22 के बदले, भारत सरकार ने महासचिव, हिन्दू मजदूर सभा ॥ नाम से ॥ के स्थान पर इसके अध्यक्ष को ॥ नाम से ॥ और अध्यक्ष, भारतीय उद्योग मंडल परिसंघ ॥ नाम से ॥ के स्थान पर इसके उपाध्यक्ष को ॥ नाम से ॥ परिवार कल्याण नियोजन के बारे में त्रिपक्षीय राष्ट्रीय समिति के सदस्यों के रूप में नामित करने का निर्णय लिया है।

31/11/92 MS

॥ श्रीमती आदर्श मिश्रा ॥  
संयुक्त सचिव, भारत सरकार  
सदस्य-सचिव, त्रिपक्षीय समिति  
॥ टेलीफोन : 3017447 ॥

आ दे श  
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इस संकल्पकी प्रति सभी मंत्रालयों/विभागों और सभी राज्य सरकारों एवं संघ राज्य क्षेत्रों को भेज दी जाए तथा इस संकल्प को आम सूचना के लिए भारत के राजपत्र में प्रकाशित किया जाए।

31/11/92 MS

॥ श्रीमती आदर्श मिश्रा ॥  
संयुक्त सचिव, भारत सरकार  
सदस्य-सचिव, त्रिपक्षीय समिति  
॥ टेलीफोन : 3017447 ॥



महाप्रबंधक

भारत सरकार मुद्रणालय,  
फरीदाबाद हरियाणा

संख्या आर. 17012/1/90-ओ.एस.

दिनांक: 13 नवम्बर, 90

प्रति सूचनार्थ प्रेषित :

1. त्रिपक्षीय समिति के सभी सदस्य सूची के अनुसार
2. लेखा परीक्षा निदेशक, केन्द्रीय राजस्व, इन्द्रप्रस्थ स्टेट, नई दिल्ली-2
3. वेतन और लेखा अधिकारी सूचिवालय स्वास्थ्य और परिवार कल्याण मंत्रालय, निर्माण भवन, नई दिल्ली-110011
4. वित्त मंत्रालय व्यवसाय विभाग, नई दिल्ली-110001
5. श्रम मंत्रालय जनसंख्या कक्ष-श्रम कल्याण संगठन जैसलमेर हाउस, मान सिंह रोड, नई दिल्ली
6. श्रम मंत्रालय, श्रम शक्तिभवन, नई दिल्ली-110001
7. योजना आयोग स्वास्थ्य और परिवार कल्याण प्रभाग योजना भवन, नई दिल्ली-110001
8. महिला एवं बाल विकास विभाग, मानव संसाधन विकास मंत्रालय, नई दिल्ली-110000
9. शिक्षा विभाग, मानव संसाधन विकास मंत्रालय, शास्त्री भवन, नई दिल्ली-110011
10. लोक उद्यम विभाग, लोक उद्यम भवन, के.स.का. परिसर, लोदी रोड, नई दिल्ली-110003
11. महानिदेशक, कर्मचारी राज्य बीमा निगम, कोटला रोड, नई दिल्ली-110001
12. निदेशक, सेंट्रल बोर्ड ऑफ़ वर्कर्स एजुकेशन, 1400, वेस्ट हाई कोर्ट रोड, गोकुलपेठ नागपुर-440010
13. सचिव, इंटक, 4 भाई वीर सिंह मार्ग, नई दिल्ली ।
14. सचिव, ए0आई0टी0यू0सी0, 24 केनिंग लेन, नई दिल्ली-110001
15. सचिव, एच0एम0एस0, 120 घाबररोड, नई दिल्ली-110001
16. सचिव बी0एम0एस0 तिलक गली, पड्डगंज, नई दिल्ली-110055
17. सचिव, सीटू 6, तालकटोरा मार्ग, नई दिल्ली-110001



18. महासचिव, भारतीय नियोक्ता संघ आर्मी तथा नेवी बिल्डिंग, 148, महात्मा गांधी रोड, बम्बई-400023
19. सचिव, भारतीय उद्योग परिसंघ-23-26, इनस्टिट्यूशन एरिया, लोदी रोड, नई दिल्ली ।
20. सचिव, भारतीय लघु उद्योग संघ परिसंघ, लघु उद्योग कुटीर, बी-23/2, गुरुगोबिंद सिंह मार्ग, न्यू रोडवक रोड, नई दिल्ली ।
21. सचिव, ए.आई०एम०ओ०, जीवन सहकार, सर पी०एम० मार्ग, बम्बई-400023
22. सचिव, फिक्की, फेहरेशन हाउस, तानसेन मार्ग, नई दिल्ली-110001
23. सचिव, एस्सोचेम, 17, संसद मार्ग, नई दिल्ली-110001
24. सचिव, पी०एच०डी०ओसी०आई०, पी०एच०डी० हाउस एशियाई खेल गांव के समने, नई दिल्ली-110016
25. सचिव, आई०टी०ए०, रायल एक्सचेंज, 6 नेताजी सुभाष मार्ग, कलकत्ता-700001
26. महासचिव, स्थायी लोक उद्यम सम्मेलन, स्कोप बिल्डिंग के०स०का० परिसर, लोदी रोड, नई दिल्ली-110003
27. महानिदेशक, दूरदर्शन, मंडी हाउस नई दिल्ली-110001
28. महानिदेशक, आकाशवाणी, संसद मार्ग, नई दिल्ली-110001
29. स्वास्थ्य सेवा महानिदेशक, निर्माण भवन, नई दिल्ली §10 अतिरिक्त प्रतियों सहित§
30. निदेशक, राष्ट्रीय स्वास्थ्य और परिवार कल्याण संस्थान, न्यू महरोली रोड, मुनीरका, नई दिल्ली-110067
31. निदेशक, केन्द्रीय स्वास्थ्य शिक्षा ब्यूरो, स्वास्थ्य सेवा महानिदेशालय, कोटला रोड, टेम्पल लेन, नई दिल्ली-110001
32. निदेशक §कार्मिक§ नेशनल थर्मल पावर कापरिशन लि० ; स्कोप काम्प्लेक्स लोदी रोड, नई दिल्ली-110003
33. निदेशक §कार्मिक§ सेल, लोदी रोड, नई दिल्ली-110003
34. सभी क्षेत्रीय निदेशक, स्वास्थ्य और परिवार कल्याण
35. सभी केन्द्रीय/क्षेत्रीय परिवार कल्याण प्रशिक्षण केन्द्र
36. वित्त डेस्क-1, स्वास्थ्य और परिवार कल्याण मंत्रालय
37. वजेट अनुभाग, §परिवार कल्याण§ स्वास्थ्य और परिवार कल्याण मंत्रालय, निर्माण भवन, नई दिल्ली



38. रोकड़ §परिवार कल्याण§अनुभाग, परिवार कल्याण विभाग
39. सभी अधिकारी/डेरक/अनुभाग, स्वास्थ्य और परिवार कल्याण मंत्रालय, निर्माण भवन, नई दिल्ली
40. श्रम उपमंत्री के निजी सचिव §श्रम मंत्रालय में राज्य मंत्री के स्थान पर§ श्रम शक्ति भवन, नई दिल्ली
41. स्वास्थ्य और परिवार कल्याण मंत्री के निजी सचिव
42. राज्यमंत्री के निजी सचिव
43. राज्यमंत्री के निजी सचिव श्रम मंत्रालय, श्रम शक्ति भवन, नई दिल्ली
44. सचिव, परिवार कल्याण के निजी सचिव
45. संयुक्त सचिव §ए० एम०§ के निजी सचिव

भागमल

§भागमल§

निदेशक §एम०वी०ओ०§

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File 102

102  
16-11-92

Address of the Minister of Health & Family Welfare for the Second Meeting of the Tripartite National Committee on Family Welfare Programme on 16.11.1992 at Vigyan Bhawan Annexe, Conference Room 'A'.

I am (very) pleased to welcome you all to the Second Meeting of this high level Committee. Since the last meeting held in February 1992, considerable work in promotion and propagation of the small family norm has been done by many Members. As you are all fully informed and highly motivated makers of opinion, and leaders of men and their affair, I am justifiably happy at being associated with your activities and ideas which have been given more concrete shape since the beginning of the year.

2. In the last meeting we had reviewed our position vis-a-vis the national programme as also assessed our capabilities for performing better. Some specific recommendations had been made by this body, of which, the ones pertaining to setting up of Family Welfare Cells, maintaining family profiles for employees were important, in that, many Members of this Committee have already initiated action towards achieving the same. While detailed reports from some Members are not available, most Members have already initiated action on popularising family welfare by adopting our slogans and, in fact, their own slogans on small family norm, alongwith their own products. Some Members have also started propogating Family Welfare Programmes in their megazines, communications and other print material brought out by them.

16-11-92



3. I would like to highlight the achievements of Steel Authority of India (SAIL) and Tata Iron & Steel Co. (TISCO), as these organisations have done innovative (in) revamping of their Family Welfare Programme. TISCO has also produced a short video-film and both TISCO and SAIL have been actively associating themselves with the community through inter-personal communication like street-plays, nukkar-plays, song and drama for dispelling misgivings and apathy for promoting small family norm. The managerial skills and dedication necessary for involving communities in this manner is commendable. Other industries who deserve mention for their good work are L&T, Madura Coats, Northern Coal Fields, BHEL, and Confederation of Indian Industries.

4. In the last meeting, the income tax exemption benefits available to the industry for undertaking work on FW Programmes had been discussed and the details of these concessions had been circulated. It has been brought to my notice that the existing income tax concessions do not contain sufficient provisions when an industry takes up work amongst non-employee category. I am proposing to apprise the Finance Minister of this situation as it is



desirable to seek 100% exemption for work on family welfare undertaken in the non-employee category by the industry.

5. Before taking up the agenda items placed before you, I want to bring to your notice the recent negotiations of a grant of 325 million US \$ through USAID, which has been negotiated for UP for a period of ten years. Considering that 40% of our population lives in <sup>the Hindi Belt</sup> UP, this project for improving family welfare performance in the large State of UP has considerable significance. Members of this Committee are aware that the Hindi belt of our country reflects the most backward demographic profile against all social indicators like female literacy, females occupied in non agricultural employment, crude birth rate, neonatal deaths, maternal mortality rate etc. In fact, we have nine States which are extremely backward in demographic profile and these are UP, MP, Rajasthan, Bihar, Haryana, Orissa, Andhra Pradesh, Assam and West Bengal. Besides, there are pockets in other States also which are very backward and will also need coverage. These figures, I understand, have been circulated amongst you alongwith this morning's papers.



6. While focusing attention on areas where Organised Sector can most significantly contribute to the promotion of population stabilisation, in my opinion, it is imperative that major industries, manufacturer's unions, trade unions and employers come forward in a big way to adopt specific geographical areas. The intention would be to oversee the existing health infrastructure available in a State Government in that specific district/districts in collaboration with the State Government. The Organised Sector can act as a catalyst in this respect. It can also come forward and provide the necessary inputs for bridging the gap between existing outreach of our facilities and bringing them closer to the door-steps of the village communities. Raising awareness and motivating the women to come forward for pre-natal TT doses and post-natal health care as also covering the new born with appropriate immunisation schedule is an important component of the Family Welfare Programme. By motivating the community and by bridging the gap between existing services and the requirements in the field, the Organised Sector can significantly improve demographic profile against crude birth rate, crude death rate, infant mortality rate and couple protection rate. A list of the 90 districts which have been found to be the most backward in



this respect has also been circulated to you. It is my request that you may give serious consideration to the adoption of one or two such districts with a specific target in mind for achieving specific goals during the 8th Plan. I am informed that some organisations have already communicated their willingness to accept such a programme. Representatives of TISCO, SAIL and Hindustan Petroleum as also All India Manufacturer's Organisation have already had informal discussions with my officers on this issue. The details of such a programme can be worked out at a time convenient to the individual industry.

7. In adopting areas you may appreciate the necessity of adopting an integrated approach as demand generation the community must be matched by clinical/medical services on the other hand. This gap, therefore, will have to be carefully planned for. Also, you may like to keep in mind that we are not emphasising sterilisation, but that it is now necessary to popularise wide choice of spacing method available to the younger age group so that effective couple protection takes place.

8. I also seek the assistance of the Organised Sector in identifying innovative and practical



solutions for making available the existing choice of contraceptives to the community. The existing pattern of social marketing technically covers a wide distribution area. However, the actual availability of these contraceptives for the community throughout the country perhaps may not be sufficient, and innovativeness is desirable. I look forward to your suggestions in this matter.

9. Since a large chunk of each city and town today <sup>lives</sup> (has) in big slum areas, the outreach of electronic media has to be effectively used in these places. It is desirable that the Organised Sector should come forward to sponsor serials, entertainment films and radio programmes. Alongwith adopting areas, if region specific material preparation for electronic media can be suggested then decentralised programmes can be given a dynamic and definite push by the industries. They may consider sponsoring and preparation of such material couched in the local ethos alongwith production of some.

10. You may all recall that in the first meeting of the Tripartite National Committee, I had announced National Awards. I am happy to make the following announcements in respect of these awards.



107  
~~107~~  
MOST IMMEDIATE  
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File 102  
**RECEIVED**

28 OCT 1992

**A.I.T.U.C.**

F.NO.R.17012/1/92-OS  
Government of India  
Ministry of Health & Family Welfare  
(Department of Family Welfare)  
\*\*\*\*\*

Nirman Bhawan, New Delhi  
dated the 26th October, 1992

Subject : Second meeting of the Tripartite National  
Committee on Family Welfare Planning - 16th  
November, 1992.  
\*\*\*\*\*

Reference this Ministry's notice of meeting of even  
number dated 28th September, 1992 on the subject  
mentioned above.

2. It has now been decided to hold the meeting of the  
Tripartite National Committee at 11.00 a.m. on Monday,  
the 16th November, 1992, in Conference Room - 'A', Vigyan  
Bhawan Annexe, New Delhi under the chairmanship of Shri  
M.L. Fotedar, Union Minister of Health & Family Welfare.  
..... The agenda for the meeting is enclosed.

3. The Members of the Committee are requested to  
kindly confirm their participation mode of travel et  
cetera by return of post to enable this Ministry to make  
necessary preparatory arrangements.

For Com M.S.

Adarsh Misra

( Smt. ADARSH MISRA )  
Joint Secretary to Govt. of India  
and Member-Secretary,  
Tripartite National Committee  
on Family Welfare Planning.  
(Telephone No. 3017447)

Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane,  
NEW DELHI - 110001.

15-11-92



No.R.17012/1/91-OS  
Government of India  
Ministry of Health & Family Welfare  
(Deptt. of Family Welfare)

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**RECEIVED**  
**22 JAN 1992**  
**A. I. T. U. C.**

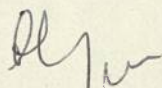
Nirman Bhawan, New Delhi.  
Dated the 22 January, 1992.

Subject: Meeting of the Tripartite National Committee on Family Welfare Planning under the Chairmanship of the Minister of Health and Family Welfare.

Reference is invited to this Ministry's letter of even number dated January 16, 1992 regarding holding of the first meeting of the above Committee under the chairmanship of the Minister of Health and Family Welfare on 10th February, 1992 at 10.30 A.M. in Committee Room (Room No.249 'A' Wing), 2nd Floor, Nirman Bhawan, New Delhi to discuss the promotion of the Family Welfare Programme in the Organised Sector.

2. A copy of the Agenda for the meeting is enclosed.

3. We shall be grateful if you could kindly make it convenient to attend the meeting and extend your cooperation in helping in the national endeavour on population control.

  
(SUNEETA MUKHERJEE)  
Joint Secretary to the Govt. of India  
and  
Member-Secretary  
Tripartite National Committee on F.W.P.  
Tel: 3017447.

To

Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane,  
New Delhi.



AGENDA

Meeting of Tripartite National Committee on Family Welfare  
Planning - 10th February, 1992

According to 1991 Census, India's population is 844.3 million - a substantial increase from 342 million in 1947 and 683.3 million in 1981. We are increasing at the rate of 17 million per year and 47,890 per day. The population explosion is undermining all our efforts towards socio-economic development of the country and if it continues at this rate, we would have 1000 million people by the turn of this century and double this figure in the next 35 years. We already have 16% of the World Population in 2.4% of the area of the World. With the rapid increase taking place, it would not be possible to provide the basic necessities of life to the people at large. Such a relentless population growth would also create havoc to our environment and lead to ecological crisis. It is, therefore, imperative that the highest priority be accorded to population control.

In this background, the Government of India in the Department of Family Welfare in Ministry of Health and Family Welfare has taken a number of initiatives during the last about six months. As the programme is implemented through the State Governments, a meeting of Health and Family Welfare Secretaries of all States was convened in August, 1991 and a draft Action Plan was formulated in consultation with them for giving a new thrust and dynamism to the Family Welfare Programme. Subsequently, a paper on "Population Control - Challenges and Strategies" - was presented in the meeting of the National Development Council on the 23rd and 24th December, 1991. The paper was discussed by the NDC and there was unanimity that (a) population control should be given the foremost priority (b) population issue should be kept above party politics and (c) a National Population Policy should be formulated. A paper on Population Control was also presented in the Governors' Conference on the 27th and 28th December, 1991 and the President of India in his address had emphasised the importance of effective implementation of the Action Plan prepared by the Family Welfare Department. This year the theme of the Indian



National Science Congress, held at Baroda was also "Science, Population and Development" and in his inaugural address on the 3rd January, 1992, the Prime Minister had emphasised the importance of population control. A Conference of the Ministers in charge of Health and Family Welfare of all States/UTs was organised at New Delhi on the 6th and 7th January, 1992. In this Conference, the Action Plan prepared by the Department of Family Welfare and a number of other new initiatives taken by the Department recently were discussed. The Conference unanimously endorsed the Action Plan and such other suggestions as barring people who have more than two children from holding elective offices prospectively. The States/UTs have now been advised to operationalise the Action Plan. A number of meetings have also been organised with the Planning Commission, which has now included population control as one of the thrust areas for the Eighth Five Year Plan. Thus, a good base has been prepared in the country in the last six months for population control efforts.

It is, however, recognised that the initiatives taken cannot succeed fully, unless all sections of the society participate in population control efforts. It is also felt that the non-governmental sector has a major role to play, so that the Family Welfare Programme could become more and more the peoples' programme. In this connection, the Organised Sector can play a key role in propagating the Family Welfare Programme for its employees as well as through undertaking family welfare activities supported by them in other places. Industries like Tata Iron and Steel Company have been able to attain the goals envisaged in the National Health Policy for 2000 AD under the Community Outreach Programme. The Organised Sector employs about 25 million workers. With their families, this would amount to 11 to 12 per cent of the country's population. It is felt that the employees in this Sector are easier to reach, as they are concentrated in well defined work areas. Trade Unions

Contd...3/-



and the employers both have access to them because of their homogeneous nature. Their behaviour patterns can also change more quickly than others, because they are better educated and have more exposure to the process of organisation and modernisation. They have better established infrastructure and services, which could be used for providing motivation and services. The reduction in the fertility rate of the organised sector work-force could have demonstrative effect on the total national demographic scenario. Some Chambers of Industries and Commerce have also tried to educate their member units by creating Family Welfare Cells in their organisation.

The Government of India have undertaken Family Welfare activities in the Organised Sector through the Ministry of Railways, Defence, Department of Posts and Telegraphs, Border Roads Organisation, Ministry of Labour and some Public Sector Enterprises. In addition, projects have been implemented with the UNFPA assistance through the ILO. These projects have covered organisations, such as sugar factories, Trade Union organisations, E.S.I. Schemes in Madhya Pradesh and Uttar Pradesh, the organisations and Association members of the Employers Federation of India and All India Organisation of Employers. During the last year and this year, a number of projects have been taken up in semi-organised, unorganised and rural areas, namely, the comprehensive Family Welfare and Income Generation Programme for Working Women through the Working Women's Forum in the slums of Madras and rural areas of Tamil Nadu; Family Welfare Programme for Beedi workers in the States of U.P., M.P., Orissa and West Bengal; a comprehensive Family Welfare and Income Generation Programme for tribal population in Gujarat and family welfare activities for Village Dairy Cooperatives in 30 villages of Kheda district in Gujarat and for Tea plantation workers in Jalpaiguri District of West Bengal.

Besides, comprehensive studies have been undertaken by the ILO for promotion of the Family Welfare Programme under the Organised Sector in Tea Plantations, Dairy Cooperatives, Sugar Cooperatives, Fishermen's Cooperatives and Khadi & Village Industries.



Earlier Tripartite Committee

A Tripartite Committee under the chairmanship of the then Union Minister of Health and Family Welfare was constituted in May, 1987 for the promotion and implementation of the Family Welfare Programme in the Organised Sector. The term of this Committee was extended upto the 30th April, 1991. During its tenure of four years, it could meet only on two occasions, the last meeting being on the 9th October, 1989.

Suggestions:

The Tripartite Committee has now been re-constituted with a broader representation. As industrialists and trade unions are expected to be more aware and conscious of the population problem and also have the requisite resources in terms of personnel and infrastructure for implementation of the Family Welfare Programme, perhaps some of the activities indicating below can be taken in the Organised Sector:-

1. Private Sector as well as Central and State Public Sector enterprises should institutionalise the Family Welfare Programme as part of their welfare activities for their staff. Providing these services is also cost-effective in the long run if one calculates the expenditure that would be incurred on maternity and child health benefits. Some studies carried out in this regard are indicated at Annexe I & II. They may also adopt the surrounding rural areas for providing Family Welfare Services, including spacing, MCH and Immunisation Services, to the non-employees and their families in those areas.
2. Public and Private Sector industries may evolve and implement innovative schemes for the under-served and backward areas through mobile vans or otherwise in the Organised, Semi-organised, slums and rural areas, where infant and child mortality rate, morbidity rate and fertility rate are high.



3. Public and Private Sector Enterprises may sponsor Spots/Serials/Soap Operas/Films/Programmes on the TV and Radio with a view to providing impetus to the IEC effort relating to the Family Welfare Programme.
4. Public and Private Sector Industries may come forward to help in the national effort to promote the Family Welfare and Mother and Child Health Care Programmes in the following areas:-
  - (i) Research and technical inputs required in different areas of Family Welfare;
  - (ii) Social Marketing of contraceptives;
  - (iii) Development and manufacture of new contraceptives;
  - (iv) Manufacture of:
    - (a) Deep freezers, refrigerators etc. for storing of vaccines.
    - (b) Vitamin 'A', Folic acid tablets.
  - (v) Media equipment like Video vans or Population clocks.
5. All Ministries/Departments of the Government of India, including their subordinate and attached offices and the autonomous organisations under them, need to internalise the Family Welfare Programme as part of their welfare programme by way of utilising the nearest and existing Family Welfare, MCH and Immunisation Services. They could adopt methods like maintaining records of the children born to the employees, calling and counselling the employees and giving recognition to those who adopt the small family norm.



A REVIEW OF THE FAMILY WELFARE PROGRAMMES  
UNDERTAKEN BY SELECTED INDUSTRIAL UNDER-  
TAKINGS AND BUSINESS HOUSES - BY FICCI

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**COSTS AND BENEFITS OF IN-PLANT FAMILY WELFARE/  
FAMILY PLANNING PROGRAMMES**

Studies conducted in selected countries of the region clearly show that there are both tangible, or direct, and intangible, or indirect, benefits that accrue to the managements/employers as a result of their investments in in-plant family welfare/family planning programmes.

The most readily quantifiable benefits are savings in the direct costs of providing certain welfare services, such as savings on expenditure related to medical, maternal and child care services as well as maternity leave with pay. These savings arise from averted births and benefits flow to the employer in both the short and the long-run.

Though more difficult to quantify, the indirect benefits include the impact on productivity and operational costs resulting from improvements in workers' performance and behaviour consequent upon improvement in their family circumstances. Such improvements manifest themselves in the form of reductions in enforced absences, late attendance, early work stoppages, as well as better labour/management relations and increased health and productivity of the worker.

For example, a 1988 study of selected enterprises in Faridabad District, Haryana State, India showed that compared to non-acceptors of family planning methods, the acceptors tend to take less leave, be relatively more punctual in attendance, more devoted to their work and more productive as far as output is concerned [See OASES, *In-plant Family Planning Programmes in the Private Sector. A Study Undertaken for ILO* (unpublished)].

A 1980 study carried out in the Republic of Korea showed that consequent to the introduction of in-plant family welfare programmes, industrial accidents had fallen by 50 per cent, enforced absences was cut by more than half and late reporting was reduced to negligible proportion [See, Institute for Population and Family Planning, *A Study of In-plant Family Planning Programmes*, Yonsei University, Seoul, 1980].

Fortunately several studies carried out in Indian and other countries in the region have highlighted the many direct and indirect benefits which employers can derive from their investments on in-plant family welfare/family planning services. However : *In order to encourage and motivate employers to invest in new in-plant family welfare programmes as well as to improve and expand the existing ones, it will be necessary to widely disseminate the findings of the available and undertake new studies on a regular basis. It is also essential that these findings be presented in simple and readily understandable format, and wherever possible be discussed at group meetings/seminars intended for employers and workers.*



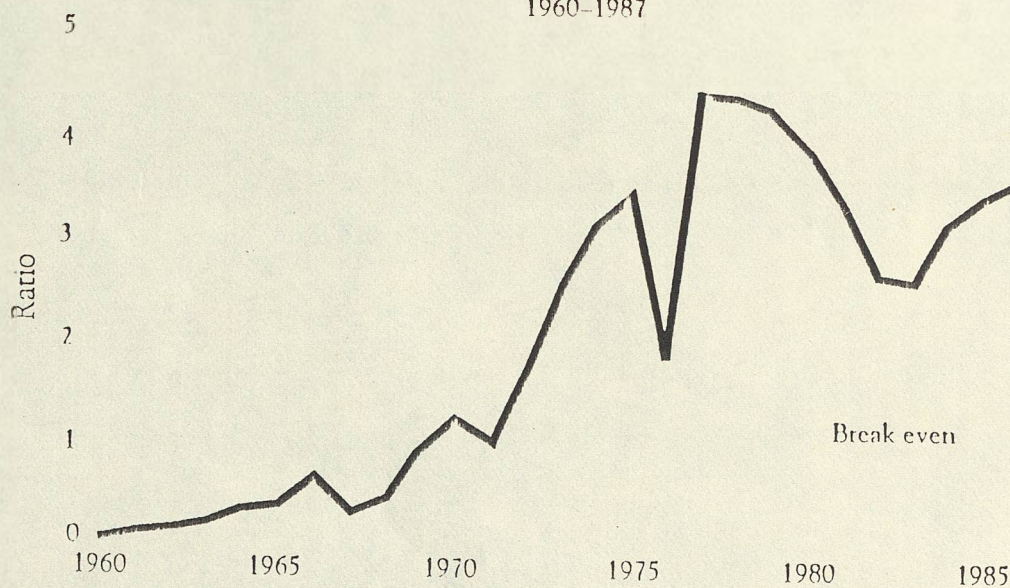
## THE COSTS AND BENEFITS OF THE FAMILY WELFARE PROGRAMME

Beyond providing a vital social service, companies like Tata Steel can benefit financially from sponsoring family planning activities. Cost savings from reduced maternity leave and maternity-related health care costs as well as savings for dependent health, education, and other benefits often pay for company-sponsored family planning services in a few years. Additional benefits accruing to the company include improved productivity and reduced absenteeism.

A recent cost-benefit study documents the financial side of Tata Steel's thirty-plus years of experience in family planning. The historical analysis shows that in the first few years the benefit-to-cost ratio was less than the break even point because the investment costs required to start the programme were greater than the benefits returned from it. By 1966, however, benefits almost equaled costs. And from 1969 on, the benefit-to-cost ratio became increasingly attractive. (See Figure 3.)

Tata Steel has been able to use the money it has saved by sponsoring the Family Planning Programme to fund a wide variety of community development activities.

Figure 3  
Benefit-Cost Ratios for Family Welfare Programme  
1960-1987



Source: The 1987 Tata Steel cost/benefit study of the Family Welfare Programme, April 1988



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(TO BE PUBLISHED IN PART I SECTION 1 OF THE GAZETTE OF INDIA)

GOVERNMENT OF INDIA  
MINISTRY OF HEALTH AND FAMILY WELFARE  
(DEPARTMENT OF FAMILY WELFARE)

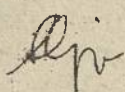
New Delhi, the 27th January, 1992

RESOLUTION

No.R.17012/1/90-OS - The Government of India have decided to include the following four persons as Members on the Tripartite National Committee on Family Welfare Planning reconstituted vide this Ministry's Resolution No.R.17012/1/90-OS dated, the 17th October, 1991:-

1. Shri L.P. Sahi,  
(ex-Minister of State, Ministry of  
Human Resource Development),  
B-7/33, Safdarjang Enclave,  
New Delhi.
2. Shri Om Prakash Sharma, MLC,  
President,  
Madhyamik Shikshya Sangh,  
Uttar Pradesh,  
B-34, Shastri Nagar,  
Meerut (UP)
3. Smt. Madhu Jain,  
4, Yeshwant Colony,  
Ring Road,  
Jalgaon-425001
4. President, (By name)  
Associated Chamber of Commerce & Industry,  
(ASSOCHAM),  
Allahabad Bank Building,  
17, Parliament Street,  
New Delhi.

2. The other terms of reference will be the same as incorporated in this Ministry's Resolution No.R.17012/1/90-OS dated, the 17th October, 1991.

  
(Smt. Suneeta Mukherjee)  
Joint Secretary to the Govt. of India  
(Tel: 3017447)



O R D E R

Ordered that a copy of this Resolution be communicated to all Ministries/Departments and all State Governments and Union Territories and that the Resclution be published in the Gazette of India-for general information.

By special messenger

(Smt. Suneeta Mukherjee)  
Secretary to the Govt. of India  
(Tel: 3017447)

- ✓ 12. Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane,  
New Delhi.

Hindi version) /

No.R.17012/1/90-OS

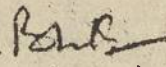
Dated, the 27th January, 1992

Copy forwarded for information to:-

- ✓ 1. All the Members of the Committee (as per list attached) *AITUC N. Delh*
2. The Director of Audit, Central Revenues, Indraprastha Estate, New Delhi-110001.
  3. The Pay and Accounts Officer(Sectt.), Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.
  4. Ministry of Finance (Department of Expenditure), New Delhi-110001.
  5. Ministry of Labour(Population Cell - Labour Welfare Organisation) Jaisalmer House, Man Singh Road, New Delhi.
  6. Ministry of Labour, Shram Shakti Bhawan, New Delhi-110001.
  7. Planning Commission (Health and Family Welfare Division), Yogana Bhawan, New Delhi-110001.
  8. Department of Public Enterprises, Public Enterprises Bhawan, CGO Complex, Lodi Road, New Delhi-110003.
  9. Director-General, Employees State Insurance Corporation, Kotla Road, New Delhi-110001.
  10. Director, Central Board of Workers Education, 1400 West High Court Road, Gokulpeth, Nagpur-400010.
  11. Secretary-General, Standing Conference of Public Enterprises, SCOPE Building, CGO Complex, Lodi Road, New Delhi-110003.
  12. Director-General, Doordarshan, New Delhi-110001.
  13. Director-General, All India Radio, New Delhi-110001.
  14. Director-General of Health Services, Nirman Bhawan, New Delhi (with ten spare copies).
  15. Director, National Institute of Health and Family Welfare, New Mehrauli Road, Munirka, New Delhi-110067.
  16. Director, Central Health Education Bureau, Dte. General of Health Services, Kotla Road, Temple Lane, New Delhi-110001.
  17. Director(Pers), NTPC, SCOPE Complex, Lodi Road, New Delhi-110003.
  18. Director(Pers), SAIL, Lodi Road, New Delhi-110003.
  19. Secretary-General, Employers Federation of India, Army & Navy Building, 148 Mahatma Gandhi Road, Bombay-400023.

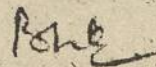


20. All Regional Directors, Health & Family Welfare.
21. All Central/Regional Family Welfare Training Centres.
22. Finance Desk-I, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.
23. Family Welfare Budget Section, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.
24. Cash(Family Welfare) Section, Department of Family Welfare.
25. All Officers/Desks/Sections in the Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.
26. PS to Deputy Labour Minister (in place of MOS), Shram Sakthi Bhawan, New Delhi.
27. PS to HFM
28. PS to MOS.
29. PS to Secretary, Family Welfare.
30. PS to JS(M).

  
(Bhag Mal)  
Director(MVO)  
Tel: 3018954

Copy forwarded to:-

1. Ministry of Railways (Dr. S.M. Govil, Director(Health), Railway Board, New Delhi.
2. Ministry of Defence (Shri S.B. Khanna, CSO), Dte. General of Armed Forces Medical Services, New Delhi.
3. Ministry of Labour (Shri H.K. Narula, Director and Labour Welfare Commissioner), Jaisalmer House, Man Singh Road, New Delhi.
4. Ministry of Communications, Department of Posts (Dr. S. Chatterji, Director(Medical), Dak Tar Bhawan, New Delhi.
5. Ministry of Surface Transport (Lt. Col. S.C. Mohanty, Jt. Director(Medical), Dte. General of Border Roads Organisation, New Delhi.
6. Heavy Engineering Corporation Limited (Dr. (Smt) S. Roy, Chief Medical Officer), HEC Plant Hospital, Dhurwa, Ranchi, Bihar.
7. Bharat Heavy Electricals Limited (Dr. N. Lal, Chief Medical Officer), Ranipur (Hardwar), Uttar Pradesh.
8. Bharat Heavy Electricals Limited (Dr. K.V. Pandya, Chief Medical Officer), Kasturba Hospital, Bhopal-462024.

  
(Bhag Mal)  
Director (MVO)  
Tel: 3018954



॥ भारत के राजपत्र के भाग I खंड 1 में प्रकाशनार्थ ॥

भारत सरकार

स्वास्थ्य और परिवार कल्याण मंत्रालय

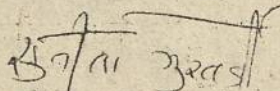
॥ परिवार कल्याण विभाग ॥

नई दिल्ली, 27 जनवरी, 1992

संकल्प

संख्या आर. 17012/1/90-ओ.एस.- भारत सरकार ने इस मंत्रालय के 17 अक्टूबर, 1991 के संकल्प सं० आर. 17012/1/90-ओ.एस. के तहत परिवार नियोजन के बारे में पुनर्गठित त्रिपक्षीय राष्ट्रीय समिति में निम्नलिखित चार सदस्यों को शामिल करने का निर्णय लिया है -

1. श्री एल०पी० साही,  
॥भूतपूर्व राज्य मंत्री, मानव संसाधन विकास मंत्रालय॥  
बी- 7/33 सफदरजंग इन्कलेव, नई दिल्ली
  2. श्री ओम प्रकाश शर्मा,  
विधान परिषद सदस्य  
अध्यक्ष, माध्यमिक शिक्षा संघ,  
उत्तर प्रदेश,  
बी- 34, शास्त्रीनगर, मेरठ ॥उ०प्र०॥
  3. श्रीमती मधु जैन,  
4 पशवन्त कालोनी,  
रिंग रोड, जलगांव- 425001
  4. अध्यक्ष, ॥नाम से॥  
एसोसिएटिड चेम्बर आफ कामर्स एण्ड इंडस्ट्री,  
॥रस्तोचेम॥  
इलाहाबाद बैंक बिल्डिंग,  
17 संसद मार्ग,  
नई दिल्ली
2. अन्य विचारार्थ विषय वही होंगे जो इस मंत्रालय के 17 अक्टूबर, 1991 के संकल्प सं० आर. 17012/1/90-ओ.एस. में दिए गए हैं।

  
॥श्रीमती सुनीता मुखर्जी॥  
संयुक्त सचिव, भारत सरकार  
॥टे०नं० 3017447॥



आदेश दिया जाता है कि इस संकल्प की एक प्रति सभी मंत्रालयों/विभागों और राज्य सरकारों तथा संघ राज्य प्रशासनों को भेजी जाए और यह संकल्प आम सूचना के लिए भारत के राजपत्र में प्रकाशित किया जाए ।

*सुनीता मुखर्जी*

॥ श्रीमती सुनीता मुखर्जी ॥  
संयुक्त सचिव, भारत सरकार  
॥ टै 0 नं 3017447 ॥

प्रबन्धक,  
भारत सरकार मुद्रणालय  
फरीदाबाद ॥ हरियाणा ॥

सं 0 आर 0 17012/1/90-ओ. रस.

दिनांक 27 जनवरी, 1992

प्रति सूचनार्थ प्रेषित:

1. समिति के सभी सदस्य ॥संलग्न सूची के अनुसार॥
2. लेखा परीक्षा निदेशक, केंद्रीय राजस्व, इन्द्रप्रस्थ स्टेट, नई दिल्ली ।
3. वेतन और लेखा अधिकारी ॥सचिवालय॥ स्वास्थ्य और परिवार कल्याण मंत्रालय, निर्माण भवन, नई दिल्ली ।
4. वित्त मंत्रालय ॥उप्य विभाग॥, नॉर्थ ब्लॉक, नई दिल्ली- 110001
5. श्रम मंत्रालय ॥जनसंख्या कक्ष-श्रम कल्याण संगठन॥ जैसलमेर हाउस, मान सिंह रोड, नई दिल्ली ।
6. श्रम मंत्रालय, श्रम मण्डलभवन, नई दिल्ली 110011
7. योजना आयोग ॥स्वास्थ्य और परिवार कल्याण प्रभाग॥ योजना भवन, नई दिल्ली- 110001
8. लोक उद्यम विभाग, लोक उद्यम भवन, के.स.का. परिसर, लोदी रोड, नई दिल्ली- 110003



9. महानिदेशक, कर्मचारी राज्य बीमा निगम, कोटला रोड, नई दिल्ली
10. निदेशक, सेंट्रल बोर्ड आफ वर्कर्स एजुकेशन, 1400, वेस्ट हाई कोर्ट रोड, गोकुलपेठ नागपुर- 400010
11. महासचिव, स्थायी लोक उद्यम सम्मेलन, स्कोप बिल्डिंग के. स. का. परिसर, लोदी रोड, नई दिल्ली - 110003
12. महानिदेशक, दूरदर्शन, नई दिल्ली ।
13. महानिदेशक, अरकाशवाणी, नई दिल्ली ।
14. स्वास्थ्य सेवा महानिदेशक, निर्माण भवन, नई दिल्ली §10 अतिरिक्त प्रतियों सहित§
15. निदेशक, राष्ट्रीय स्वास्थ्य और परिवार कल्याण संस्थान, न्यू महरौली रोड, मुनीरका, नई दिल्ली
16. निदेशक, केन्द्रीय स्वास्थ्य शिक्षा ब्यूरो, स्वास्थ्य सेवा महानिदेशालय, कोटला रोड, टेम्पल लेन, नई दिल्ली ।
17. निदेशक §कार्मिक§, नेशनल थर्मल पावर कोर्पोरेशन लिमिटेड, स्कोप काम्प्लैक्स, लोदी रोड, नई दिल्ली -3
18. निदेशक §कार्मिक§, एस ए आई एल, लोदी रोड, नई दिल्ली - 110003
19. महासचिव भारतीय नियोक्ता संघ, आर्मी तथा नेवी बिल्डिंग, 148, महात्मागांधी रोड, तम्बई - 400023
20. सभी क्षेत्रीय निदेशक, स्वास्थ्य और परिवार कल्याण ।
21. सभी केन्द्रीय/क्षेत्रीय परिवार कल्याण प्रशिक्षण केन्द्र ।
22. वित्त डेस्क-1, स्वास्थ्य और परिवार कल्याण मंत्रालय, निर्माण भवन, नई दिल्ली ।
23. परिवार कल्याण बजट अनुभाग, स्वास्थ्य और परिवार कल्याण मंत्रालय, निर्माण भवन, नई दिल्ली ।
24. रोकड §50क0§ अनुभाग, परिवार कल्याण विभाग ।
25. सभी अधिकारी/डेस्क/अनुभाग, स्वास्थ्य और परिवार कल्याण मंत्रालय, निर्माण भवन, नई दिल्ली ।
26. उप मंत्री के निजी सचिव §श्रम मंत्रालय में राज्य मंत्री के स्थान पर§
27. स्वास्थ्य और परिवार कल्याण मंत्री के निजी सचिव ।



28. राज्य मंत्री के निजी सचिव ।
29. सचिव, परिवार कल्याण के निजी सचिव ।
30. संयुक्त सचिव §एस§ के निजी सचिव ।

भारत मंत्रालय

§ भाग मल §

निदेशक §एम. वी. ओ§

टो नं० 3018954

प्रतिलिपि सूचनार्थ :-

1. रेल मंत्रालय §डा०एस. एन. गोविंद, निदेशक §स्वास्थ्य रेलवे बोर्ड, नई दिल्ली । §
2. रक्षा मंत्रालय §श्री एस. बी. खन्ना, सी. एस. ओ§ सशस्त्र सेना चिकित्सा सेवा महा निदेशालय, नई दिल्ली ।
3. श्रम मंत्रालय §श्री एच. के. नरूला, निदेशक और श्रम कल्याण आयुक्त § जैसलमेर हाउस, मान सिंह रोड, नई दिल्ली ।
4. संचार मंत्रालय, डाक विभाग §डा० एस०वर्तनी, निदेशक §चिकित्सा§, डाक तार भवन, नई दिल्ली ।
5. भूतल परिवहन मंत्रालय §लेफ्ट. कर्नल एस. सी. मोहंती, संयुक्त निदेशक §चिकित्सा§ सीमा सड़क संगठन महानिदेशालय, नई दिल्ली ।
6. हैवी इंजीनियरी कारपोरेशन लिमिटेड §डा०§ श्रीमती एस. रांघ, मुख्य चिकित्सा अधिकारी §एच. ई. सी. प्लांट हास्पिटल, धुर्वा रांची, विहार ।
7. भारत हैवी इलेक्ट्रिकल्स लिमिटेड §डा. एन. लाल, मुख्य चिकित्सा अधिकारी § रानीपुर §हरिद्वार§ उत्तर-प्रदेश ।
8. भारत हैवी इलेक्ट्रिकल्स लिमिटेड §डा. के. वी. पांडेया, मुख्य चिकित्सा अधिकारी § करतूरबा अस्पताल, भोपाल-462024

भारत मंत्रालय

§ भाग मल §

निदेशक §एम. वी. ओ§

टो नं० 3018954



102 107 26

RECEIVED  
20 Jan 1992  
A. I. T. U. C.

No.R.17012/1/91-OS  
Government of India  
Ministry of Health and Family Welfare  
(Department of Family Welfare)  
.....

Nirman Bhawan  
New Delhi, the 16th January, 1992

Subject Meeting of the Tripartite National Committee on Family Welfare Planning under the chairmanship of the Minister of Health and Family Welfare.

Ref. : Ministry of Health and Family Welfare letter of even number dated 19-12-1991.

The meeting of the above Committee which was scheduled to be held on 3rd February, 1992 at 11.00 A.M. has been postponed and will now be held at 10.30 A.M. on Monday, the 10th February, 1992. The Venue of the meeting remains the same i.e. Committee Room (Room No. 249 'A' Wing) 2nd Floor, Nirman Bhawan, New Delhi.

Agenda paper is being sent separately.

Kindly make it convenient to attend the meeting and confirm participation.

B. K. Malhotra  
(BHAG MAL)  
DIRECTOR (MVO)

Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane,  
New Delhi.

5/1/92 No. 11/10/92  
2 files  
N 2/1/92 Sub

To

1. All the Members of the Committee (By name)
2. P.S. to Minister of Health and Family Welfare.  
He may kindly submit this to HFM, who is the Chairman of the Committee, for his information.
3. P.S. to MOS.  
He may kindly submit this to MOS, who is the Vice-Chairman of the Committee, for her information.
4. P.S. to Deputy Labour Minister, Ministry of Labour, Shram Shakti Bhawan, New Delhi.  
He is requested to submit this to Deputy Labour Minister in place of MOS in the Ministry of Labour who is also the Vice-Chairman of the Committee, for his information.



Pali 102

April 10, 1993.

To

The Secretary,  
Ministry of Health & Family Welfare,  
Government of India,  
New Delhi.

Dear Sir,

I read in the Newspapers (Patriot April 10, 1993) that a Committee on Population set up by the National Development Council has submitted a report on several aspects of population growth. Since I am a member of the Tripartite National Committee on Family Welfare Plan, I am interested to study the report. I will be much obliged if a copy is procured and sent to me at the earliest.

Thanking you,

Yours sincerely,

( M. S. Krishnan )  
President.

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File 102

22nd March, 1993,

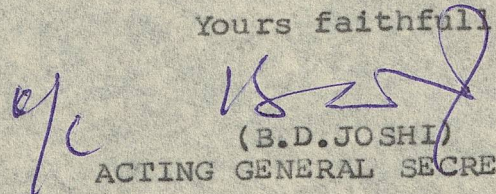
Shrimati Adarsh Mishra,  
Joint Secretary,  
Ministry of Health, &  
Family Welfare,  
Nirman Bhavan,  
NEW DELHI.

Dear Madam,

Your invitation to our President Sh.M.S.Krishnan for his presence in the presentation of awards ceremony for promotion of Family Welfare to be held on 26th March, 1993 has been received at the Head Quarters of the AITUC today.

Since Shri Krishnan happens to be away in his home State Karnataka, he has been telephonically informed about the invitation. He has, however, asked the undersigned to express with regret his inability to attend the function due to unavoidable public & Trade Union engagements in Bangalore.

Yours faithfully,

  
(B.D. JOSHI)  
ACTING GENERAL SECRETARY.



File 102

Family Welfare  
Ministry  
H  
K

20th January, 1993.

Smt. Adarsh Mishra,  
Joint Secretary,  
Ministry of Health &  
Family Welfare, &  
Member-Secretary,  
Tripartite National Committee,  
Nirman Bhawan,  
New Delhi.

Dear Madam,

Kindly refer to your D.O.No. R.17012/1/  
92-OS, dated 18.1.93, address<sup>ed</sup> to our President,  
Shri M.S.Krishnan, forwarding therewith the  
record note of discussions of the second meeting  
of the Tripartite National Committee of Family  
welfare Planning, held on 16.11.92.

Since Com. Krishnan happens to be away  
at his home-city, Bangalore, I am taking the  
opportunity to reply to your D.O., with reference,  
in particular, to the contents of the last para,  
thereof.

As per advice of Com.Krishnan, the AITUC,  
has already taken the matter up with its committees  
in various states of India. In this connection a  
copy of our latest circular is enclosed herewith.

Yours Faithfully,

*(Signature)*  
(B.D.JOSHI)  
ACTING GEN. SECRETARY,

Com M.S. may  
pl. see  
*(Signature)*  
20/1  
*(Signature)*  
9-2-93.





ADARSH MISRA

Tele : 3017447

Member-Secretary  
Tripartite National Committee

RECEIVED

19 JAN 1993

A. I. T. U. C.

D.O.No.R.17012/1/92-OS

संयुक्त सचिव

स्वास्थ्य एवं परिवार कल्याण मंत्रालय

भारत

नई दिल्ली-110011

JOINT SECRETARY

MINISTRY OF HEALTH AND FAMILY WELFARE  
INDIA

NEW DELHI-110011

dated the 18th January, 1993

Dear *Shri Krishna,*

I am forwarding herewith a copy of the record note of discussions of the second meeting of the Tripartite National Committee on Family Welfare Planning held under the chairmanship of Shri M.L. Fotedar, Union Minister of Health & Family Welfare at 11.00 a.m. on 16th November, 1992 in New Delhi to review the progress of Family Welfare Programme in the Organised Sector, for your information and necessary action.

2. We shall be grateful if you could kindly keep us informed of the follow up action taken on the recommendations of the Committee with which you are concerned.

3. In this connection, Secretary (FW) has already requested vide letter of even number dated the 23rd November, 1992 that the Members of the Committee representing Industries/Enterprises/Chambers of Commerce & Industry, may consider adopting one or two districts out of the list of 90 districts with poor demographic profile for promotion of Family Welfare Programme.

*Ref. is sent as per copy attached*

*Com. M.S.*

*19/1/93*  
Shri M.S. Krishnan,  
President, All India Trade  
Union Congress, 24 Canning Lane,  
NEW DELHI - 110 001.

*With regards*

Yours sincerely,

*Adarsh Misra*

( Smt. ADARSH MISRA )



File No. 102

By special  
messages  
sent today

No.R-17013/1/92-OS  
Government of India  
Ministry of Health & Family Welfare  
(Department of Family Welfare)  
Nirman Bhavan, New Delhi.

Dated: 31/8/92.

To

Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane,  
NEW DELHI - 110 001.

Sub:- Record note of discussions of the first meeting  
of the reconstituted Tripartite National Committee  
on Family Welfare Planning held on 10/2/1992.

.....

Sir,

I am directed to refer to your telephonic talk of today  
with Smt. Adarsh Misra, Joint Secretary in this Ministry and  
subsequently with the undersigned on the subject mentioned  
above and to say that this Ministry had duly sent the record  
note of discussions to you vide our letter No.R.17012/1/92-OS,  
dated 10/3/1992 (copy enclosed) and letter of the same No. dated  
16/4/92 (copy enclosed). Another copy of record note of  
discussions of the said meeting is forwarded herewith for  
your ready reference.

Yours faithfully,

*B. Prasad*

(B. Prasad)  
(B. PRASAD)

डेस्क अधिकारी  
Desk Officer

स्वास्थ्य और परिवार कल्याण मंत्रालय  
Min of Health & Family Welfare  
निर्माण भवन, नई दिल्ली  
Nirman Bhavan, New Delhi



Sl. No. 1

No.R.17012/1/91-OS  
Government of India  
Ministry of Health & Family Welfare  
(Department of Family Welfare)

.....  
Nirman Bhawan, New Delhi,  
the 10th March, 1992.

To

The Members of the Tripartite National  
Committee on Family Welfare Planning.  
(By Name).

Sub: Record Note of discussions of the first  
meeting of the Tripartite National  
Committee on Family Welfare Planning  
held under the chairmanship of Shri M.L.  
Fotedar, Minister of Health & Family  
Welfare on the 10th February, 1992 in  
New Delhi.

.....  
Sir/Madam,

I am directed to forward herewith a copy  
of the record note of discussions of the first  
meeting of the reconstituted Tripartite National  
Committee on Family Welfare Planning held under  
the chairmanship of Shri M.L. Fotedar, Minister  
of Health & Family Welfare on the 10th February,  
1992 in New Delhi for information and necessary  
action. You are requested to kindly keep this  
Ministry informed of the follow up action taken  
by your organisation on the recommendations of  
the Committee as early as possible but before end  
of June, in any case.

Yours faithfully,

sdf-

(Suneeta Mukherjee)  
Joint Secretary to the Govt. of India  
Member-Secretary, Tripartite National Committee  
(Tel: 3017447)

Encl: As above.



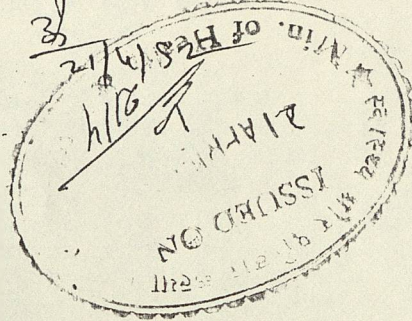
SI No 2

D.O. NO. R.17013,1,92-OS



K.K. Mathur  
सचिव  
SECRETARY

Pl. issue today



भारत सरकार  
स्वास्थ्य एवं परिवार कल्याण मंत्रालय  
परिवार कल्याण विभाग  
नई दिल्ली-110011  
GOVERNMENT OF INDIA  
MINISTRY OF HEALTH & FAMILY WELFARE  
DEPARTMENT OF FAMILY WELFARE  
NEW DELHI-110011

Dated the 16th April, 1992.

Dear Shri Choudhury,

Kindly refer to Smt. Suneeta Mukherjee's d.o. letter of even number dated the 10th March, 1992 regarding implementation of the recommendations of the first meeting of the re-constituted Tripartite National Committee on Family Welfare Planning held under the Chairmanship of Minister of Health and Family Welfare on the 10th February, 1992.

As you would be aware, during the course of the meeting several useful suggestions were made by many members for improving the implementation of the Family Welfare Programme in the country, in general, and in the Organised Sector in particular. All these suggestions were endorsed by the Committee. I had, in fact, during my brief clarificatory remarks indicated that the Government had already taken into account many of the suggestions made by the members of the Committee in the Action Plan already formulated for giving a new thrust and dynamism to the Family Welfare Programme. The State Governments/UTs Administration have already been advised to operationalise the Action Plan.

Population control is a thrust area in the 8th Five Year Plan and this Ministry is committed to do all that is possible to curb the population growth. I would earnestly urge you to take all possible steps to provide Family Planning and Maternal and Child Health Services in a comprehensive manner to all the people in and around your organisation/plant/industry, and to motivate them to adopt one or the other family planning method.

One of the suggestions, unanimously approved by the Tripartite Committee was to set up a Family Welfare Cell in each industry/enterprise/Chamber of Commerce and to prepare a comprehensive family profile of each worker/employee. I presume that necessary action for having such Cells set up has already been taken by your organisation.

In order to keep us informed about the on-going family welfare activities in your organisation/industry/plant and to enable us to have your advice in bringing about further improvements in the implementation of the Family Welfare Programme, I shall be grateful if you could kindly furnish us a progress report in the matter on a quarterly basis commencing from the quarter ending the 30th June, 1992.

with regards

Yours sincerely,

*K.K. Mathur*  
( K.K.Mathur )

Shri M.K. Choudhury,  
Secretary-General,  
Indian Tea Association,  
Royal Exchange,  
6 Netaji Subhas Road,  
Calcutta - 700001.

o/c



- (2) Dr. Vinay Bharat Ram,  
D.C.M. Limited,  
NEW DELHI.
- (3) Shri R.P. Goenka,  
CEAT Limited,  
NEW DELHI.
- (4) Shri N.K. Bhatt,  
Centre for Labour Education  
and Social Research,  
Kalkaji, N. delhi.
- (5) Shri V. Adishesan,  
Karnataka Plantation Trade  
Unions Federation,  
Chikamagalur.
- (6) Shri Om Prakash Sharma,  
Madhyamik Shiksha Sangh, UP?  
Meerut.
- (7) Smt. Madhu Jain,  
Jalgaon, Maharashtra.
- (8) Shri N. Sarkar,  
Assoc. Chamber of Commerce  
& Industry, Allahabad Bank Bld.  
NEW DELHI.
- (9) Shri Paban Sing Ghatowar,  
Central Board of Workers Edu.  
NAGPUR.
- (10) Shri Gopeshwar,  
Gen. Secy.  
INTUC, New Delhi.
- (11) Shri M.S. Krishnan,  
All India Trade Union Cong.  
NEW DELHI.
- (12) Shri Umraomal Purohit,  
Hind Mazdoor Sabha,  
NEW DELHI.
- (13) Shri Raman Girdhar Shah,  
Bhartiya Mazdoor Sangh,  
NEW DELHI.
- (14) Sh. E. Balanandan,  
Centre of Indian Trade Union,  
NEW DELHI.
- (15) Shri K.N.K. Karthiayani,  
Director (JCA)  
Min/P, PG&P, N. Delhi.
- (16) Shri Suresh Kumar,  
cc Deptt. of Public Enterprises,  
NEW DELHI.
- (17) Smt. Kusum Prasad,  
cc NEW DELHI.
- (18) Sh. Keshab Mahindra,  
Employees Federation of India.  
Bombay.
- (19) Sh. J.P. Choudhary,  
All India Orga. of Employers,  
CALCUTTA.
- (20) Shri Raghupati Singhania,  
President, PHDCCI?  
N. DELHI.
- (21) Sh. S.R. Jain,  
Chairman - SAI,  
NEW DELHI.
- (22) Shri Vijay Kalantri,  
All India Manufacturers Orga.  
Bombay.
- (23) Shri V.L. Dutt,  
Federation of Indian Chamber  
of Commerce & Industry,  
NEW DELHI.
- (24) Sh. P.S. Bami,  
NTPC,  
New Delhi.
- (25) Shri Moosa Raza, *Chairman*  
Standing Conference of  
Public Enterprises,  
NEW DELHI - 3.



Record Note of discussions of the first meeting of the reconstituted Tripartite National Committee on Family Welfare Planning held under the chairmanship of Shri M.L. Fotedar, Minister of Health & Family Welfare on the 10th February, 1992, in New Delhi.

\*\*\*\*\*

The first meeting of the reconstituted Tripartite National Committee on Family Welfare Planning was held at 10.30 A.M. on the 10th February, 1992 in Nirman Bhawan, New Delhi under the chairmanship of Shri M.L. Fotedar, Minister of Health & Family Welfare. The list of the participants is at Annexe. I.

....

1.1 The Chairman heartily welcomed the Members of the recently reconstituted Tripartite Committee to the meeting. He congratulated Shri J.R.D. Tata, amidst applause, from the other Members of the Committee for the highest national award 'Bharat Ratna' (1992) conferred on him, and also for the U.N. Population Award, for his outstanding contribution to the cause of population control in the Organised Sector of the Country. Complimenting Shri Tata for his remarkable contribution in the field of Family Planning services since 1951, the Chairman observed that he was the second Indian to have received the U.N. Population Award after Smt. Indira Gandhi.

1.2 The Chairman informed that since the formation of the new Government at the Centre, the Ministry of Health & Family Welfare had taken some new initiatives towards the Population Control Programme. In consultation with Secretaries of Health & Family Welfare of States and Union Territories, an Action Plan had been prepared to give a new thrust and dynamism to the Family Welfare Programme in India. The Population Control Programme was discussed in the National Development Council, in the Governors' Conference and various other forums. The Conference of Health & Family Welfare Ministers of all States and UTs was held in early January, 1992 in which the Action Plan was endorsed unanimously. While expressing anxiety over the present rate of population growth, he stated that he would be shortly formulating a definite policy on the Family Welfare Programme which would emanate from the grass root/villages. He assured the Members that the Government is clear in its mind that unless we are able to control the birth rate, this country will not become strong and prosperous.

1.3 It was with this in view that the Tripartite Committee had been reconstituted with wide representation of employers and workers organisations for taking a fresh view in formulating a new plan of action for creating greater awareness about family planning in the Organised Sector. Appreciating the performance of TISCO in successfully promoting family welfare

..... 2



programme, not only for its own employees, but also for the neighbourhood population, the Chairman exhorted the other industries and public sector enterprises in the Organised Sector to follow suit and effectively bring the 25 million workers in this sector within the purview of the Family Welfare Programme, who with their families constitute about 14% of the country's total population.

1.4 The Chairman, thereafter, requested the Members of the Committee to put forward their points of view, one by one, on the problem of population control and advise the Government on how they could take effective measures and deal with the population problem in the Organised Sector.

2. The views expressed and suggestions made by the Members of the Committee are briefly enumerated in the following paragraphs :-

2.1 Shri Umraomal Purohit, General Secretary, Hind Mazdoor Sabha suggested that all employers in the Organised Sector should compile a complete family profile of each employee, in association with their local Trade Unions. The data thus compiled can be used to identify such employees as would need further motivation for adoption of various Family Planning methods.

2.2 While assuring the whole-hearted cooperation of the INTUC in carrying the population control programme to the people, Shri Gopeshwar, General Secretary, Indian National Trade Union Congress, stated that the Family Welfare Programme should be kept above party politics and be given top priority. While appreciating Health & Family Welfare Minister's statement made earlier in the Conference of State Health & Family Welfare Ministers to the effect that persons having more than two children should not be allowed to hold elective offices, he added that it should be done retrospectively and not prospectively. He suggested that the Family Welfare Programmes undertaken by certain organisations with external assistance should be evaluated and efforts should also be made to bring the unorganised labour within the ambit of the Family Welfare Programme. The Labour Ministry should set up a Tripartite Committee on Family Planning, which should hold regular Conferences at State, Regional and Industry levels to ensure the total involvement of the unorganised labour in the country.

2.3 Shri N. Sankar, President, Associated Chambers of Commerce and Industry (ASSOCHAM) suggested that all out efforts should be made to generate awareness amongst all sections of society about the advantages of a small family and disadvantages of supporting a large family and that the Programme should be treated as a non-political programme, cutting across the barriers of religion, culture and language. He said that literacy among women should be given special attention, as this aspect had a direct link with the success of Family Planning and adequate funds should be provided for the literacy programme.



2.4 Giving a brief account of the Family Welfare activities carried out by the NTPC by their existing 13 projects in the country, Shri P.S. Bami, Chairman, NTPC stated that they had organised Family Welfare/Planning Camps and had done 75,000 sterilisation operations successfully. Besides their own employees, they were covering population around their projects with family planning services. They were providing an incentive of Rs. 150/- to the beneficiary and Rs. 50/- to the motivator. He suggested that in addition to the incentive on terminal methods, there should also be an incentive scheme to encourage use of spacing methods by eligible couples and benefits/incentives admissible to an employee such as free education to children, medical facilities, promotions etc. should be restricted/withdrawn if he produces more than two children.

2.5 Shri S.R. Jain, Chairman, Steel Authority of India Ltd., felt that as per their experience, it would not be difficult to solve the population problem, if concerted efforts were made by all concerned. The SAIL were having adequate medical facilities at the Medical Centres run by their plants. Besides their own employees, they were also covering other population around their plants. They had spent about Rs. 1.7 crore on family planning services, both for employees and non-employees. Incentives to employees having one or two children were being given. He felt that female literacy was one of the important factors for controlling the population growth and as such they were providing female vocational training for their workers and their spouses. In their training programmes for officers, Union Leaders and workers, they were putting emphasis on the small family norm. He suggested that for better promotion of Family Welfare Programme, an action plan with emphasis on non-clinical approach, such as female literacy, more job opportunities for women, age of marriage etc. should be formulated. Also specific budget provision for the programme in the Medical Budget of an enterprise should be made. Similarly, such budget provisions should be made for Family Welfare activities at the district, block and sub-divisional levels.

2.6 Shri Moosa Raza, Chairman, Standing Conference of Public Enterprises (SCOPE) mentioned that since most of the enterprises were not earning much profits, they were finding it very difficult to set apart necessary funds for implementing the Family Welfare Programmes for their workers. He felt that it was necessary to make some funds available to the industry from the allocations meant for the States/UTs and to exempt the expenditure on such activities incurred by them from income-tax. He agreed with the view of Shri Purohit, General Secretary, HMS that there was an urgent need to collect complete data in respect of employees in the Organised Sector for effective implementation of the Family Welfare Programme.



2.7 Shri R.K. Gupta, General Secretary, Bhartiya Mazdoor Sangh, appreciated the efforts being made at the governmental level for population control. He, however, mentioned that good results were not forthcoming mainly because of moral degradation and social evils which have overtaken the present society. The religious heads should also play their part to promote social and moral behaviour as it was done in the past. In view of this, he suggested that all vulgar films and late night adult movies on Doordarshan should be banned. Drug addiction, particularly by youths, should be checked and religious leaders should be involved and encouraged to exhort the people on population control benefits.

2.8 Shri M.S. Krishnan, President, AITUC congratulated the Government for making efforts, resulting in considerable lowering of birth rate and also commented that the objective of bringing the growth rate down to the level of 1.2% by the turn of the century was a laudable one. He, however, felt that efforts should be put in to cover lower age groups through spacing methods. Family Welfare, he said, depended upon many factors - better service facilities (including in PHCs), proper education and motivation, literacy, particularly of women and better socio-economic conditions. He also drew the attention of the Members to the useful suggestions made by the Public Accounts Committee for evolving uniform national strategy, training of staff, undertaking socio-economic programmes for the successful implementation of the population control programme. He also agreed with the suggestions made by Shri Gopeshwar, General Secretary, INTUC that persons having more than two children should not be allowed to hold elective offices retrospectively and not prospectively. While apprising the Committee about the Family Welfare activities in the BHEL, he mentioned that one-third of the employees of this Undertaking had accepted one or the other family planning method. The staff was being given one increment and certain other incentives for adopting a small family norm. In the end, he suggested that:

- (i) The functioning of the Primary Health Centres should be improved by providing adequate trained staff and regular supply of medicines;
- (ii) Special attention should be paid to literacy and socio-economic conditions of the people, particularly of women, as these have a direct bearing on the population control programme;
- (iii) Special efforts should also be made to provide proper health care to women and children to check MMR and IMR;
- (iv) Safe and dependable new contraceptives for women should be developed.



2.9 Shri S.V. Sohoni, ICS (Retd.), Pune, felt that for Family Welfare activities, we should not depend on the Government alone. There should be effective partnership between the Governmental and non-Governmental agencies, including the voluntary sector. The most important propagator of the Family Welfare Programme in the country was the media like AIR and TV. He stated that these agencies have done very good work and now everyone knows about the Family Planning messages. He made the following suggestions for implementation of the Family Welfare Programme:

- (i) A Committee consisting of experienced people/experts in the field of Family Welfare should be constituted at the Centre to lay down the policy and guidelines for the Family Welfare Programme, as well as for its implementation, monitoring and evaluation. This Committee should remain in continuous session;
- (ii) States like Kerala, who have done a remarkable job in the field of Family Welfare should tell the neighbouring States about benefits of literacy, which will help in reducing the birth rate;
- (iii) The data in respect of health of the people, number of the members of the family, their literacy levels and so on should be collected through a questionnaire along with other Census information to be collected in mid-Census exercise in 1995;
- (iv) One normal method would be to cover couples who are going to be married, and advise them about the benefits of Family Planning. Packets of literature on Family Planning methods, small family norm etc. should be given to them;
- (v) Revenue authorities should be involved for the implementation of this Programme.

2.10 Shri Vijay G. Kalantri, President, All India Manufacturers' Organisation, sharing the anxiety of the Government in bringing down the growth rate further as per the national goal made the following suggestions:-

- (i) Private individuals and companies should be encouraged to set up Family Planning Centres and should get the support of the Ministry to identify these locations;
- (ii) All plants and factories must compulsorily have facilities for helping men and women to restrict the size of the family;
- (iii) It should be mandatory for Annual Reports of companies to give a gist of Family Welfare activities carried out by the Organised Sector;
- (iv) All advertisements from companies should carry a slogan to promote Family Planning and slogans on Family Welfare Programme should be made available to all enterprises;



- (v) Union leaders should be encouraged to propagate the benefits of Family Planning to the workers through gate meetings etc.;
- (vi) It should be made compulsory for medical students to serve for a certain period in rural areas, before issuing them degrees;
- (vii) Tax exemption should be given for enterprises for implementing the Family Planning Programme among their workers. Tax exemption should also be allowed to films on Family Planning;
- (ix) District Collectors should give award to at least two organisations doing the best work in the field of Family Planning.

2.11 Shri J.P. Choudhary, President, All India Organisation of Employers (AIOE), suggested that:

- (i) The Family Welfare Programme should be re-named as Population Control Programme, so that stress is on population control;
- (ii) Each industry/enterprise should set up a Family Welfare Cell to provide services, motivation, education etc. for promotion of Family Welfare Programme and a Committee of senior level officers in each industry/enterprise should be constituted to monitor and review the functioning of the Cell;
- (iii) A slogan for one child family should be instituted and widely propagated;
- (iv) Zero per cent or negative growth rate should be aimed at;
- (v) Each MP/MLA should be given a target for Family Welfare work to be achieved by him, if necessary by giving him some financial assistance;
- (vi) Proper attention should be paid to impart sex education in schools and colleges on Family Planning and the dreaded diseases like AIDS etc.;
- (vii) For promotion of the Family Welfare Programme, the status of women is considered to be vital. In our male dominated society, he suggested banning dowry;
- (viii) For parents who have no children or the parents whose children have died, a National Child Adoption Bank should be created and the adoption of children by such parents encouraged;
- (ix) Differential age of retirement should be introduced for those employees who produce more than two children.



- 2.12 Smt. Vimala Ranadive, Secretary, Centre of Indian Trade Unions said that special attention should be paid to literacy and economic development of women and that more women's organisations and voluntary organisations should be involved in the propagation of family planning programmes among poor class families. She felt that the reluctance of men to adopt family planning methods should also not be ignored. She also stated that greater involvement of the Trade Unions in the programme should be ensured and that the methods should be persuasion, rather than compulsion.
- 2.13 Smt. Madhu Jain felt that to make the Family Welfare Programme a success, it is necessary to make it a mass movement, for which voluntary organisations, social organisations, educational organisations, Red Cross Society, women's organisations along with industrial and Labour Organisations should be involved. She also suggested a Nirodh Revolution on the pattern of Green Revolution. She favoured a scheme of incentives and disincentives to promote family planning.
- 2.14 Dr. (Smt) Neena Puri of Employers Federation of India suggested that to make the Family Welfare Programme successful and effective, there should be close cooperation and coordination among the Government Departments themselves. Women's education also needed to be given special attention for the successful implementation of the Programme. She felt that industries should implement this Programme as part of their policy with or without incentives or income-tax exemptions. She also suggested encouraging men to adopt these programmes.
- 2.15 Shri Raghupati Singhania, President, PHDCCI, suggested that demography should be made compulsory in the curricula in schools at the Middle and Secondary levels as a means to educating the students about population statistics. His view was that each Chamber of Commerce & Industry should undertake literacy programmes for their workers on the analogy of the PHDCCI, who have educated 27,000 workers over the last three years. A Family Welfare Cell should be set up by every industry, which should keep profiles of eligible couples. He also felt that besides incentives to encourage small family norm, disincentives should also be introduced as a deterrent measure. NGOs should be involved in a big way in Family Welfare Programmes and they should be given financial assistance for at least 4-5 years to achieve the desired results.
- 2.16 Recognising the Government efforts towards the population control, Shri Vinay Bharat Ram, Chairman & Managing Director, DCM Ltd., suggested that the Government should pay more attention to States which are lagging behind in performance. It should follow the carrot and stick policy, so that the States which are doing good work are rewarded and those lagging behind are penalized. The Government should use agencies like 'Panwalas' and Vanaspati vendors for distribution of contraceptives. It should also consider giving tax reduction to the industry, films, TV serials on Family Planning



and should also use expert media personnel more effectively. He felt that women's education should be given the highest priority.

2.17 Dr. (Smt) Anjali Ambekar, Medical Commissioner, ESIC, stated that the Employees State Insurance Corporation was covering about 60 lakh beneficiaries in their Family Planning Programme. Recently, they have completed one Project in Madhya Pradesh and Uttar Pradesh with the assistance of the UNFPA. Evaluation of this Project was done by the NIHFW. They were providing Family Welfare services through their hospitals and clinics and the Family Welfare propoganda was also being done. They had recently made a film on 'Happy Family' and a competition of 'Healthy Baby' was organised. She felt that to promote more awareness among the employees about the various Family Welfare activities, it was necessary to have a proper population education programme. She also urged that additional financial assistance should be made available to them to bring about further improvement in implementing their Family Planning Programme.

2.18 Smt. K.N.K. Karthiayani, Director (JCM), appreciated the Government's efforts in promotion of the Family Welfare Programme and urged that employees Associations should be fully involved in the programme and profile of each Government employee, indicating the size of his family, number of his children, education status, health etc., should be maintained. While commenting on the disincentives proposed by one of the Members for reducing the age of retirement for those employees who produce children more than the prescribed norm, she advised that such a step would not be in tune with the service conditions of employees, and would need to be taken in consultation with the Unions of the concerned employees. Shri Gopeshwar, General Secretary, INTUC also corroborated the view point of Director (JCM).

2.19 Shri N.K. Bhatt, Chairman, CLEAR, pointed out that since the Ministry of Labour has to play a vital role in this meeting, it would have been better if the Deputy Labour Minister, who is the Vice-Chairman of the Committee, had been present at the meeting. In order to make the Family Planning Programme a success, he felt that a detailed and comprehensive set up from the Panchayat level to the top level was necessary. It was also necessary that different areas of the country should be divided into different zones, depending upon the problems of each area, so that suitable strategies to tackle population growth in those areas could be chalked out. A Family Planning Cell should be set up by each enterprise/undertaking and a standing committee constituted to oversee its functioning. A trained cadre in consultation with the Unions in all industries was necessary to implement their Family Planning Programmes. He suggested instituting awards for Press and Media for propogating the message. He said that since education had a great bearing on the success of the Family Welfare Programme, primary education in the country should be made compulsory and adolescents should also be imparted suitable education.



2.20 Dr. I.C. Tiwari, Adviser (Health & F.W.), Planning Commission, congratulated the Minister of Health & Family Welfare for a systematic approach in bringing forth the population control programme to a focus at the appropriate forums. The issue was brought before the National Development Council and thereafter in the Governors' Conference. The State Health & Family Welfare Ministers were recently called in a Conference where the issues were deliberated and an Action Plan for revamping the Family Welfare Programme was endorsed. The Tripartite Committee is an excellent forum to solve the problems collectively with the active cooperation of the Government, Trade Unions and Industries. He said that by having a small family one could ensure better health for them, and this in turn would lead to less absenteeism and more production. He advised the Organised Sector not to press for any additional financial assistance from the Government, but to implement the Family Welfare Programme as their own programmes with their own resources as population control was the responsibility of all of us.

2.21 Shri K.K. Mathur, Secretary (Family Welfare) thanked the Members for the valuable suggestions made by them during discussions. He stated that some of the suggestions had already been taken care of and included in the paper on 'Population Control - Challenges and Strategies' and the 'Action Plan for revamping the Family Welfare Programme in India' circulated to the Members at the meeting. He briefly clarified the position with regard to the other key suggestions as follows:-

2.21.1 Regarding the suggestion of Shri J.P. Chowdhary, President, AIOE of re-naming the Family Welfare Programme as Population Control Programme, he said that Population Control Programme is beyond the Family Welfare Programme because even though the Family Welfare Programme is one of its most important constituents, for effective population control programme, the other sectors like Education, Women and Child Development, Social Welfare etc. are equally important. The Department of Family Welfare has already projected a holistic approach towards population control requiring special attention to the social factors such as female literacy, age of marriage of girls, employment of women and their status. This approach was projected in the paper on 'Population Control - Challenges and Strategies' before the National Development Council and was endorsed by it.

2.21.2 On the suggestion of Shri Vinay Bharat Ram to cover problem States, it was clarified that focussed attention is already being given by introducing IEC training scheme in the four large States, namely, Bihar, Madhya Pradesh, Rajasthan and Uttar Pradesh which together have about 40% of the country's population and have the worst demographic profile. Ninety districts where the crude birth rates are more than 39 per thousand have also been identified for concentrated attention. Out of these, 83 are in the aforementioned four States, Special Area Projects with the help of the World Bank,



UNFPA, DANIDA, ODA etc. have been launched to improve the Family Welfare infrastructure and strengthen the training capabilities of the States where so far the performance of the Family Welfare Programme is poor.

2.21.3 On the suggestions of Shri Krishnan, President, AITUC, about infant mortality, Secretary (FW) clarified that in view of the close nexus between infant mortality and population control, the Department of Family Welfare was paying special attention to improving mother and child health care. The Universal Immunisation Programme has already succeeded in bringing down infant mortality to 80 per thousand live births. A new "Child Survival and Safe Motherhood Programme" was being launched in a phased manner.

2.21.4 As regards the involvement of Revenue Authorities in the Family Welfare Programme, as suggested by Shri Sohoni, Secretary (FW) informed that Chief Secretaries of States have been directed to personally review the Family Welfare Programme once a month more effectively in the future. At the district level, Deputy Commissioners, Chief Executive Officers of the Zila Parishads would be involved to achieve inter-sectoral coordination of different Departments having direct bearing on the Family Welfare Programme. Also a National Health Survey had been launched to cover the whole country and the data thus available on the basis of a detailed questionnaire would help in formulating population control programmes.

2.21.5 On the question of providing funds for promotion of the Family Welfare Programme in industrial units, as suggested by Shri Moosa Raza, Chairman, SCOPE, the Committee Members were informed that the shortage of funds in the Department of Family Welfare was as acute as in any other sector inasmuch as the Ministry had not been able to provide adequate funds for even the maintenance and running of the existing infrastructure. If the Family Welfare Programme is run successfully, it would lead to better productivity in industrial units and they should treat it as their own programme for their own benefit.

2.21.6 For making the Family Welfare Programme a mass movement, Secretary (FW) said that the Department of Family Welfare was doing a lot in this respect. Five regional meetings in different parts of the country had been held to involve local NGOs and voluntary organisations in the Programme followed by a meeting at the Central level. Also an apex organisation was proposed to be set up at the Central level with regional units, which would have the desired degree of flexibility and autonomy in sanctioning schemes and ensuring smooth flow of funds to run the Programme. It was also proposed to involve the network of Cooperatives, Zila Parishads, Municipalities, Panchayats, Ex-servicemen, retired Government Servants, medical practitioners, ISM practitioners etc. in the Programme.



2.21.7 Regarding effective use of Media for the Programme, Secretary (FW) informed the Committee that a lot of publicity through electronic media was being given. Recently, a prize of Rs. 5.00 lakhs was announced for a documentary film on family planning, though no one qualified for it. He requested the Industries/Enterprises/Chambers of Commerce & Industry to make entertaining T.V. Serials on Family Planning and sponsor them. He also informed the Committee that the mor spent by the companies on family welfare activities was exempt from levy of income-tax, and they could claim these benefits.

2.21.8 Secretary (FW) assured the Organised Sector Industries and Trade Union Organisations the whole-hearted support and cooperation of the Ministry of Health & Family Welfare for the successful implementation of the population control programme in the Organised Sector. He requested them to propagate the Programme with a missionary zeal in their affiliated units and to send the Department of Family Welfare a feedback about the specific activities and programmes undertaken in this regard.

2.22 Shri J.R.D. Tata expressed his happiness about the general awareness in the Organised Sector about the need of having population control. He said that he was a worried person a few years ago, when he saw relentless growth in population of the country and the general view the people were then having about the Family Planning Programme. In this context, he related his experiences in China when he had visited it and found that education was given a very high priority there and that the Education Minister was second in seniority in their Cabinet. He, therefore, emphasised that in our country also education should be given similar status as he was sure that with the increased level of literacy, women would be more aware of their rights to assert their position in the society. He observed that good education necessarily leads to good health which in turn leads to good standards of living. He lamented that education of women was being neglected in this country and he had found that in Northern States of the country, 90 out of 100 girls were not going to the schools. He said that we should find ways and means of helping the women in our country and the father should be particularly made aware of his responsibilities towards his daughters who should be loved, educated and should be made to stand on their own feet. He also emphasised that the media should play an important part. Good serials with a message should be produced to propagate Family Planning in the country. The message of Family Planning must reach down the line. He said that young people could play a greater role and should be consulted on ideas to help them.

Agreeing with the general views of the Members, he also felt that if very effective measures were not taken to control the population growth, it may not be possible to provide even the basic amenities for the entire population after some time.



3. Concluding the deliberations, the Minister of Health and Family Welfare expressed his gratitude to the Members of the Committee for making valuable suggestions particularly for economic and social development of women, spread of literacy and improvement of health - mental, spiritual and physical, which would essentially lead to better productivity in the Organised Sector. He said that the meeting had been called to take stock of the whole situation, identify weaknesses and formulate a Plan for the future. Referring to the evolution of the Tripartite National Committee, he mentioned that such a Committee was constituted for the first time in 1976 to do something in the Organised Sector. However, this Committee could meet only on a few occasions. The last it met was in October, 1989. The new Committee, which is more broad based one than the earlier Committees, has been reconstituted recently for one year. He felt that this was too short a period and it needed to be given a longer life and that it should also meet more frequently than before. At this stage, he announced the following decisions to which the Members of the Committee agreed to:-

- (i) Each industry/enterprise/Chambers of Commerce in the Organised Sector should set up Family Welfare Cell to implement their Family welfare/Planning Programmes. A comprehensive family profile of each worker/employee should be prepared by this Cell. This Cell would also be responsible for providing necessary counselling to the employees on family planning and also for arranging necessary Family Planning services from the existing facilities within or outside the Industry.
- (ii) For creating national awareness on population control, the Ministry of Health & Family Welfare would institute four Awards of Rs. 3.00 lakhs each for the best contribution in the following areas:-
  - (1) Electronic Media
  - (2) National Press
  - (3) Regional Press
  - (4) Organised Sector

The Awards would be announced on the National Integration Day viz. 19th November, each year, which is also the birth anniversary of late Smt. Indira Gandhi, who was the first Indian to receive the U.N. Population Award.

- (iii) The present Tripartite Committee would continue for a term of four years from the date of its reconstitution on the 17th October, 1991 and would meet after every six months.
- (iv) He concluded by saying that as India is a democratic country, we cannot use coercive methods in family planning and hence the present policy of persuasion and education would continue.

4. The meeting ended with a Vote of Thanks to the Chair.



List of participants in the meeting of the reconstituted Tripartite National Committee on Family Welfare Planning held on the 10th February, 1992, in New Delhi, under the chairmanship of Shri M.L. Fotedar, Minister of Health & F.W.

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Trade Union Organisations:

1. Shri Gopeshwar, General Secretary,  
Indian National Trade Union Congress.
2. Shri M.S. Krishnan, President,  
All India Trade Union Congress.
3. Shri Umraomal Purohit,  
General Secretary, Hind Mazdoor Sabha.
4. Shri R.K. Gupta, General Secretary,  
Bhartiya Mazdoor Sangh.
5. Smt. Vimala Ranadive,  
Secretary, Centre of Indian Trade Unions.

Employers Organisations, Industrialists & others

6. Shri J.P. Chowdhary, President,  
All India Organisation of Employers.
7. Shri Vijay G. Kalantri, President,  
All India Manufacturers' Organisation.
8. Dr. (Smt) Neena Puri,  
Employers Federation of India.
9. Shri Raghupati Singhania,  
President, PHDCCI.
10. Shri N. Sankar,  
President, ASSOCHAM.
11. Shri S.R. Jain,  
Chairman, SAIL.
12. Shri P.S. Bami,  
Chairman, NTPC.
13. Shri Moosa Raza,  
Chairman, SCOPE.
14. Shri J.R.D. Tata.
15. Shri Vinay Bharat Ram.
16. Shri N.K. Bhatt,  
Chairman, CLEAR.
17. Smt. Madhu Jain.
18. Shri S.V. Sohoni, ICS (Retd.).



Ministry of Labour

19. Shri M.L. Kaul,  
Director-General, Labour Welfare.
20. Dr. (Smt) Anjali Ambekar,  
Medical Commissioner, ESIC.

Other Ministries/Departments

21. Dr. I.C. Tiwari,  
Adviser (Health & F.W.)  
Planning Commission.
22. Smt. K.N.K. Karthiayani,  
Director (JCM)
23. Shri R.L. Meena,  
Deputy Director,  
Department of Public Enterprises.

Ministry of Health & Family Welfare

24. Shri M.L. Fotedar,  
Minister of Health & Family Welfare. Chairman
25. Shri K.K. Mathur,  
Secretary (Family Welfare)
26. Smt. Suneeta Mukherjee,  
Joint Secretary (M) Member-Secretary

Other invitees

27. Dr. G.K. Vishwakarma,  
Director-General Health Services.
  28. Smt. Vineeta Rai,  
Joint Secretary (VR)
  29. Shri S.B. Mishra,  
Joint Secretary (SB)
  30. Shri Ravi Dutt,  
Deputy Secretary (IF).
  31. Shri Bisham Pal,  
D.P.I.O.
  32. PS to HFM.
  33. PS to MOS.
  34. OSD to HFM.
  35. Director (Media).
  36. Director (MVO).
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14. Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane,  
New Delhi-110001

RECEIVED

3 SEP 1992

A.I.T.U.C.

REFOLET NO. R.17012/1/92-OS DATED 17TH AUGUST 1992  
REGARDING SECOND MEETING OF TRIPARTITE NATIONAL COMMITTEE  
ON FAMILY WELFARE PLANNING SCHEDULED TO BE HELD ON 14TH  
SEPTEMBER 1992 IN NEW DELHI (.) MEETING SINCE POSTPONED DUE  
TO UNAVOIDABLE REASONS (.) INCONVENIENCE CAUSED IS REGRETTEED (.)  
FRESH DATE AND TIME OF MEETING WILL BE INTIMATED LATER

SMT. ADARSH MISRA  
JOINT SECRETARY  
FAMWELFARE INDIA

Not to be telegraphed:

No. R.17012/1/92-OS  
Government of India  
Ministry of Health & Family Welfare  
(Department of Family Welfare)

Nirman Bhavan, New Delhi 3rd Sept.92

Copy by post in confirmation to:

1. All the Members of the Tripartite National Committee (as per list attached)
2. PS to HFM.
3. PS to MOS.
4. PS to Deputy Labour Minister, Ministry of Labour, Shram Shakti Bhavan, New Delhi.
5. PS to Secretary (FW).

Bhag  
(BHAG MAL)  
Director (NGO)  
T.3019398

5-9-92



अखिल भारतीय ट्रेड यूनियन काँग्रेस  
ALL INDIA TRADE UNION CONGRESS  
24, CANNING LANE, NEW DELHI-110001

President : M. S. KRISHNAN  
General Secretary : HOMI DAJI

31st AUGUST, 92.

Shri Adarsh Misra,  
Joint Secretary,  
Tripartite National Committee  
on Family Welfare Planning,  
Ministry of Health & Welfare,  
(DEPARTMENT OF FAMILY WELFARE)  
Nirman Bhavan,  
New Delhi-110011.

Dear Shri Adarsh Misra,

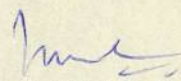
This to acknowledge your letter  
No.R 13012/1/92-85 dated 17th August, 1992, intimating  
the Second meeting of the Tripartite National Committee  
on Family Welfare Planning to be held on 14th September  
1992.

Shri M.S.Krishnan, President, AITUC  
will fly to Delhi from Bangalore to attend this meet-  
ing.

In this connection we request you  
kindly to send immediately a copy of the record note  
of the discussions of the first meeting of the Committee  
as well as the subsequent letters dated 16.4.92 etc.

With regards,

Yours Sincerely,

  
(M. S. KRISHNAN)  
PRESIDENT



NO.R.17012/1/92-OS  
Government of India  
Ministry of Health & Family Welfare  
(Department of Family Welfare)

Nirman Bhavan,  
New Delhi-110011, the 17<sup>th</sup> Aug.1992.

Sub:- Second meeting of the Tripartite National Committee  
on Family Welfare Planning - 14th September, 1992.

.....

It has been decided to hold the second meeting of the Tripartite National Committee on Family Welfare Planning at 11.00 a.m. on Monday, the 14th September, 1992 in New Delhi under the chairmanship of Shri M.L.Fotedar, Union Minister of Health & Family Welfare.

2. It is proposed to review the follow up action taken on the recommendations made by the Committee in its first meeting held on 10-2-1992 and to discuss further measures for the promotion of family welfare programme in the Organised Sector. The venue of the meeting will be intimated later.
3. While forwarding the record note of discussions of the first meeting of the Committee, on 10-3-1992, all Members were requested to keep this Ministry informed of the action taken on the recommendations. Subsequently, Secretary (Family Welfare) also addressed all Members of the Committee on 16-4-1992 to assess implementation of the recommendations of the Committee and also to make available a quarterly action taken report commencing from the quarter ending 30-6-1992. However, such reports have not yet been received from many Members. As the follow up action is to be reviewed in the ensuing meeting, it is requested that the same may kindly be sent to the Ministry by the 24th August, 1992 positively.
4. The Members are also requested to kindly suggest agenda items, if any, which they think should be discussed in the meeting. The agenda items should reach this Ministry by the 30th August, 1992 positively.
5. Members may also kindly confirm their participation, mode of travel etc., to enable us to make necessary preparatory arrangements.

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Ben on 31-8-92  
Mud  
26-8-92*

*Adarsh Misra*  
17/8/92

(ADARSH MISRA)

Joint Secretary to the Govt. of India  
& Member-Secretary, Tripartite  
National Committee on Family Welfare  
Planning.

(T. 3017447)

To

(The Members of the Tripartite Committee)  
(As per list attached)



List of the Members of the Tripartite National  
Committee on Family Welfare Planning

\*\*\*\*\*

1. Smt. Usha Vohra,  
Secretary (Family Welfare),  
Ministry of Health & Family Welfare,  
Nirman Bhavan, New Delhi.
2. Shri K.V.R.Nair,  
Secretary (Expenditure),  
Ministry of Finance,  
North Block, New Delhi.
3. Ms. Mira Seth,  
Secretary,  
Ministry of Human Resource, Development,  
Deptt. of Woman & Child Development,  
Shastri Bhavan, New Delhi - 110 001.
4. Shri S.V.Giri,  
Secretary,  
Ministry of Human Resource Development,  
Deptt. of Education,  
Shastri Bhavan,  
New Delhi - 110 001.
5. Shri Moti Lala Kaul,  
Director General,  
Labour Welfare, Ministry of Labour,  
Jaisalmer House, Man Singh Road,  
New Delhi.
6. Dr. I.C. Tiwari,  
Adviser (Health),  
Planning Commission, Yojana Bhavan,  
New Delhi.
7. Shri Suresh Kumar,  
Secretary,  
Deptt. of Public Enterprises,  
Public Enterprises Bhavan,  
14, C.G.O. Complex, Lodhi Road,  
New Delhi.
8. Smt. Kusum Prasad,  
Director-General,  
Employees State Insurance Corporation,  
Kotla Road, New Delhi.
9. Shri Paban Singh Ghatowar,  
Chairman,  
Central Board of Workers Education,  
1400 West High Court Road, Gokulpeth,  
Nagpur.
10. Shri Gopeshwar,  
General Secretary,  
Indian National Trade Union Congress,  
1-B, Maulana Azad Road,  
New Delhi.
- ✓ 11. Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane, New Delhi.

*Special messenger*



12. Shri Umraomal Purohit,  
General Secretary,  
Hind Mazdoor Sabha, 120-Babar Road,  
New Delhi - 110 001.
13. Shri Raman Girdhar Shah,  
President,  
Bhartiya Mazdoor Sangh, Ram Naresh Bhawan,  
Tilak Gali, Paharganj,  
New Delhi.
14. Smt. Vinla Rahadive,  
Secretary,  
Centre of Indian Trade Unions,  
6, Talkatora Road, New Delhi.
15. Mrs. K.N.K. Karthiayani,  
Director (JCA),  
Ministry of Personnel,  
Public Grievances and Pensions,  
Deptt. of Personnel and Training,  
New Delhi.
16. Shri Keshub Mahendra,  
President,  
Employers Federation of India,  
Army & Navy Building,  
148, Mahatma Gandhi Road,  
Bombay.
17. Shri J.P. Chowdhary,  
President,  
All India Organisation of Employers,  
Titagarh Steels Ltd.,  
113, Park Street, Calcutta - 700 016.
18. Shri Vijay G. Kalantri,  
President,  
All India Manufactureres Organisation,  
Jeevan Sahakar,  
Sir P.M. Road, Bombay - 400 023.
19. Shri Dhruv M. Sawhney,  
President,  
Confederation of Indian Industry,  
23-26, Institutional Area,  
Lodhi Road, New Delhi - 110 003.
20. Shri A.N. Srinivasa Rao,  
President,  
Federation of Associations of Small  
Industries of India,  
Laghu Udyog Kuteer,  
B-23/2, Guru Gobind Singh Marg,  
New Rohtak Road, New Delhi.
21. Shri V.L. Dutt,  
President,  
Federation of Indian Chamber of Commerce  
and Industry, Federation House,  
Tansen Marg, New Delhi.
22. Shri N. Sankar,  
President,  
Associated Chamber of Commerce & Industry,  
Allahabad Bank Building,  
17, Parliament Street, New Delhi-110001.



23. Shri Raghupati Singhania,  
President,  
Punjab, Haryana and Delhi Chamber of  
Commerce and Industry,  
FHD House, Opp. Asian Games Village,  
New Delhi.
24. Shri Moosa Raza,  
Chairman,  
Standing Conference of Public Enterprises,  
7, Lodhi Road, SCOPE Complex,  
New Delhi.
25. Shri S.R. Jain,  
Chairman,  
Steel Authority of India Limited,  
ISPAT Bhawan, Lodhi Road,  
New Delhi.
26. Shri ~~P.S. Bami~~, *Rajinder Singh*  
Chairman,  
National Thermal Power Corporation Ltd. (NTPC),  
NTPC Bhawan, SCOPE Complex,  
7, Institutional Area, Lodhi Road,  
New Delhi.
27. Shri J.R.D. Tata,  
Tata Sons Limited, Bombay House,  
Homi Mody Street, Fort,  
Bombay - 400 001.
28. Dr. Vinay Bharat Ram,  
Chairman and M.D.,  
D.C.M. Limited, C-160, South Extension,  
Part-II, Connaught Place, 3,  
New Delhi.
29. Shri R.P. Goenka,  
Chairman,  
CEAT Limited, 20A, Prithvi-Raj Road,  
New Delhi.
30. Shri N.K. Bhatt,  
Chairman,  
Centre for Labour Education & Social Research,  
D-32m, Tara Apartments, Kalkaji,  
New Delhi.
31. Shri V. Adiseshan,  
Secretary-General,  
Karnataka Plantation Trade, Unions Federation,  
Jayapura, Chikamagalur District,  
Karnataka - 577 123.
32. Shri H.K. Choudhary,  
Secretary-General,  
Indian Tea Association,  
Royal Exchange, 6, Netaji Subhas Road,  
Calcutta - 700 001.
33. Shri S.V. Sohoni,  
ICS (Retd.)  
Manali, Off 15th Street,  
Prabhat Road, Pune - 411 004.



34. Shri L.P.Sahi,  
(ex-Minister of State,  
Ministry of Human Resource Development),  
B-7/33, Safdarjung Enclave,  
New Delhi - 110 016.
35. Shri Om Prakash Sharma,  
President,  
Madhyamik Shiksha Sangh,  
Uttar Pradesh,  
B-34, Shastri Nagar, Meerut (U.P.)
36. Smt. Madhu Jain,  
Chairman & Managing Director,  
Rishabh Metals & Chemicals (P) Ltd.,  
4, Yeshwant Colony, Ring Road,  
Jalgaon - 425 001.





ADARSH MISRA  
Joint Secretary  
Tel: 3017447

*File in  
Ministry of Health & Family  
Welfare  
- Tripartite Committee.*

DO No.R-17013/4/92-OS

भारत सरकार

स्वास्थ्य एवं परिवार कल्याण मंत्रालय

नई दिल्ली-110011

GOVERNMENT OF INDIA  
MINISTRY OF HEALTH AND FAMILY WELFARE  
NEW DELHI-110011

August 13, 1992

Dear

You may kindly recall that during the course of discussions of the first meeting of the Tripartite National Committee on Family Welfare Planning, held under the chairmanship of the Union Minister of Health & Family Welfare, on the 10th February, 1992, Shri K.K. Mathur, Secretary (Family Welfare) had informed the Committee that money spent by the companies on family welfare activities was exempted from levy of income tax and that they could claim these benefits.

2. As all the Industrial Houses, Chamber of Commerce and Industry etc., may not be aware of the income tax exemption benefits on the expenditure incurred by them on the promotion of family welfare/planning activities, we have obtained the details on the latest benefits from the Ministry of Finance, Central Board of Direct Taxes, vide their letter No.133/268/92-TPL, dated 28-7-92, (copy enclosed) alongwith a copy of Departmental Brochure on 'tax concession for reinvestment of profits in the building of socio-economic infra-structure'. It will be observed therefrom that the following benefits are available under the Income Tax Act, 1961:-

- (i) Any bonafide expenditure incurred by a company for promoting family planning amongst its employees, under Section 36 (1) (ix) of the Act.
- (ii) Advertisement expenses incurred for the purposes of business of any taxpayer is allowed as a deduction, under Section 37(3) of the Act read with Rules 6A and 68, subject to the conditions prescribed therein.
- (iii) Donations of sums of money made to Institutions normally qualify for deduction at the rate of 50% in the hands of the donor, under Section 80G of the Act.

*hmr  
31-8-92*

...2/-



(iv) 100% reduction is available in respect of payments made towards approved projects for carrying out eligible projects or schemes which are promoting the social and economic welfare of public. The details of these benefits may be seen in the brochure attached.

3. The details of the above mentioned provisions may kindly be seen in the CBDT letter dated 28.7.92. For any further clarifications, you may seek advice of Shri V.B. Srinivasan, Joint Secretary (TPL-1)(Tel:No: 3012859), Ministry of Finance, Central Board of Direct Taxes, North Block, New Delhi-110001, to whom a copy of this letter is being endorsed.

4. We shall be grateful, if you could kindly give wide publicity to these I.T. exemption benefits to all industries, companies, enterprises, Chamber of Commerce and Industry in the country to enable them to claim income-tax exemption benefits on the expenditure incurred on the promotion of the Family Welfare Programme. We may also please be advised on the feedback in the matter, as early as possible.

5. In the meanwhile, I take this opportunity to introduce myself as the new Member-Secretary of the Tripartite Committee, after having taken over from my predecessor Smt. Suneeta Mukherjee, with effect from 31st July, 1992.

With kind regards,

Yours sincerely,

sd/-

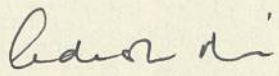
( ADARSH MISRA )

To

(As per list attached)

Copy forwarded to :

1. PS to Minister of Health & Family Welfare for kind information of HFM.
2. PS to Minister of State in the Ministry of Health & FW for kind information of MOS.
3. PS to Deputy Labour Minister, Ministry of Labour (in place of MOS in Ministry of Labour), Shram Shakti Bhawan, New Delhi.
4. The Other Members of the Tripartite Committee (as per list attached).

  
( ADARSH MISRA )

12/8/92



1. ✓ Shri K.K.Mathur,  
Secretary (Family Welfare),  
Ministry of Health & Family Welfare  
Nirman Bhavan, New Delhi.
2. Shri K.V.R.Nair,  
Secretary (Expenditure),  
Ministry of Finance, North Block,  
New Delhi.
3. Ms. Mira Seth,  
Secretary,  
Ministry of Human Resources Development,  
Department of Women & Child Development,  
Shastri Bhawan, New Delhi - 110 001.
4. Shri Anil Bordia,  
Secretary,  
Ministry of Human Resouce Development,  
Department of Education,  
Shastri Bhawan, New Delhi - 110 001.
5. Shri Moti Lal Kaul,  
Director General,  
Labour Welfare,  
Ministry of Labour,  
Jaisalmer House, Man Singh Road,  
New Delhi.
6. Dr.I.C.Tiwari,  
Adviser (Health),  
Planning Commission,  
Yojana Bhavan, New Delhi.
7. Shri Suresh Kumar,  
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Department of Public Enterprises,  
Public Enterprises Bhawan,  
14, C.G.O.Complex,  
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8. Smt. Kusum Prasad,  
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Employees State Insurance Corporation,  
Kotla Road, New Delhi.
9. Shri Paban Singh Ghatowar,  
Chairman,  
Central Board of Workers Education,  
1400 West High Court Road,  
Cokulpeth, Nagpur.
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General Secretary,  
Indian National Trade Union Congress,  
1-B, Maulana Azad Road,  
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11. Shri M.S.Krishnan,  
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12. Shri Umraomal Purohit,  
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Hind Mazdoor Sabha,  
120-Babar Road, New Delhi - 110 001.
13. Shri Raman Girdhar Shah,  
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Bhartiya Maadoor Sangh,  
Ram Naresh Bhavan, Tilak Gali,  
Paharganj, New Delhi.
14. Smt. Vimla Ranadive,  
Secretary,  
Centre of Indian Trade Union,  
6, Talkatora Road, New Delhi.
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Ministry of Personnel,  
Public Grievances and Pensions,  
Department of Personnel and Training,  
New Delhi.
16. Sh.V.Adishesan,  
Secy-General, Karnataka Plantations,  
Chikamagalur (Karnataka).
17. Sh.S.V.Sohoni,  
ICS (Retd.),  
Manali, Pune.
18. Sh.L.P.Sahi,  
B-7/33, Safdarjung Enclave,  
New Delhi.
19. Sh.O.P.Sharma,  
President,  
M.Shiksha Sangh,  
Shastri Nagar, Meerut.



List of Members representing Industries/Enterprises/Chambers  
of Commerce and Industry etc.:

1. Shri Keshub Mahendra, (*Speed Post*)  
President,  
Employers Federation of India,  
Army & Navy Building,  
148 Mahatma Gandhi Road,  
Bombay.
2. Shri J.P.Chowdhary, (*Speed Post*)  
President,  
All India Organisation of Employers,  
Titagarh Steels Ltd.,  
113, Park Street,  
Calcutta - 700 016.
3. Shri Vijay G.Kalantri, (*Speed Post*)  
President,  
All India Manufactureres Organisation,  
Jeevan Sahakar,  
Sir P.M.Road,  
Bombay - 400 023.
4. Shri Dhruv M.Sawhney, (*By Special Messenger*)  
President,  
Confederation of Indian Industry,  
23-26, Institutional Area,  
Lodhi Road,  
New Delhi - 110 003.
5. Shri A.N.Srinivasa Rao, (*Ordinary Post*)  
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Laghu Udyog Kuteer,  
B-23/2, Guru Gobind Singh Marg,  
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6. Shri V.L.Dutt, (*By Special Messenger*)  
President,  
Federation of Indian Chamber of  
Commerce and Industry,  
Federation House, Tansen Marg,  
New Delhi.
7. Shri N.Sankar, (*By Spl Messenger*)  
President,  
Associated Chamber of Commerce  
and Industry,  
Allahabad Bank Building,  
17, Parliament Street,  
New Delhi - 110 001.
8. Shri Raghupati Singhania, (*By Spl Messenger*)  
President,  
Punjab, Haryana and Delhi  
Chamber of Commerce and Industry  
PHD House,  
Opp. Asian Games Village,  
New Delhi.



9. Shri Moosa Raza, (By Spl Messenger)  
Chairman,  
Standing Conference of  
Public Enterprises,  
7, Lodhi Road, SCOPE Complex,  
New Delhi.
10. Shri S.R.Jain, (By Spl Messenger)  
Chairman,  
Steel Authority of India Limited,  
ISPAT Bhavan, Lodhi Road,  
New Delhi.
11. Shri P.S.Bami, (By Spl Messenger)  
Chairman,  
National Thermal Power Corporation  
Limited (NTPC), NIPC Bhawan,  
SCOPE Complex,  
7, Institutional Area,  
Lodhi Road,  
New Delhi.
12. Shri J.R.D.Tata, (Speed Post)  
Tata Sons Limited,  
Bombay House,  
Homi Mody Street,  
Fort, Bombay - 400 001.
13. Dr. Vinay Bharat Ram, (By Spl Messenger)  
Chairman and M.D.,  
D.C.M. Limited,  
Kanchanjanga Building,  
2nd Floor, Barakhamba Road,  
New Delhi.
14. Shri R.P.Goenka, (By Spl Messenger)  
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CEAT Limited,  
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New Delhi.
15. Shri N.K.Bhatt, (Ordinary Post)  
Chairman,  
Centre for Labour Education  
and Social Research,  
D-32m Tara Apartments, Kalkaji,  
New Delhi.
16. Shri M.K.Choudhury, (Ordinary Post)  
Secretary-General,  
Indian Tea Association,  
Royal Exchange,  
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17. Smt. Madhu Jain, (Speed Post)  
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4, Yeshwant Colony,  
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2. Shri K.V.R.Nair,  
Secretary (Expenditure),  
Ministry of Finance, North Block,  
New Delhi.
3. Ms. Mira Seth,  
Secretary,  
Ministry of Human Resources Development,  
Department of Women & Child Development,  
Shastri Bhawan, New Delhi - 110 001.
4. Shri Anil Bordia,  
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Ministry of Human Resouce Development,  
Department of Education,  
Shastri Bhawan, New Delhi - 110 001.
5. Shri Moti Lala Kaul,  
Director General,  
Labour Welfare,  
Ministry of Labour,  
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12. Shri Umraomal Purohit,  
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13. Shri Raman Girchar Shah,  
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18. Sh.L.P.Sahi,  
B-7/33, Safdarjung Enclave,  
New Delhi.
19. Sh.C.P.Sharma,  
President,  
M.Shiksha Sangh,  
Shastri Nagar, Meerut.





V.B. SRINIVASAN  
JOINT SECRETARY (TPL-I)  
Tel.No.3012859

D.O.F.No.133/268/92-TPL  
GOVERNMENT OF INDIA  
भारत सरकार  
CENTRAL BOARD OF DIRECT TAXES  
केन्द्रीय प्रत्यक्ष-कर बोर्ड

New Delhi, the 28th July, 1992.

Dear Ms. Mukherjee

Please refer to your letter No.R.17013/4/92-OS dated the 1st July, 1992 regarding income-tax benefits in respect of expenses incurred on family planning by taxpayers.

2. The following benefits are available under the Income-tax Act, 1961 -

(i) Any bonafide expenditure incurred by a company (and not any other taxpayer like an individual, partnership firm, etc.) for the purposes of promoting family planning amongst its employees (and not the public in general) is allowable as a deduction from the business income of the company. This deduction is admissible under section 36(1)(ix) of the Act. If the expenditure incurred is of a capital nature, the deduction will be allowed at the rate of one-fifth over a period of 5 years, beginning with the year of the expenditure. No depreciation is admissible in respect of such capital assets used for promoting family planning.

If any part of the expenditure deductible under section 36(1)(ix) is not actually deducted owing to paucity of profits, the unabsorbed expenditure can be carried forward to subsequent years.

(ii) Under section 37(3) of the Act read with Rules 6AC and 6B, advertisement expenses incurred for the purposes of business of any taxpayer is allowed as deduction subject to the conditions prescribed therein.

(iii) Under section 35AC of the Act, 100% deduction is available in respect of payments made towards approved projects for carrying out eligible projects or schemes which are for promoting the social and economic welfare of public. In addition, companies can avail of 100% deduction in respect of expenses incurred by them directly towards such projects. The eligible projects or schemes have to be approved by the National Committee for Promotion of Social and Economic Welfare which has been constituted by the Central Government in terms of section 35AC. A departmental brochure on the subject is enclosed.

(iv) Under section 80G of the Act, donations of sums of money made to institutions normally qualify for deduction at the rate of 50% in the hands of the donor. However, donations to a few institutions qualify for deduction at the rate of 100%. One of these agencies is the Government or any approved local

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Urgent  
Take further  
action now

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To me  
12/8/92  
3/5/92  
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authority, institution or association donations to which are to be utilised for the purposes of promoting family planning. The only limitation as far as the donor is concerned in this regard is that he cannot donate more than 10% of his gross total income.

3. You may consider referring any advertisement which you propose to place to this Department for vetting as far as the tax implications are concerned.

*W.B. Srinivasan*

Yours sincerely,

*W.B. Srinivasan*

( V.B. SRINIVASAN )

Ms. Suneeta Mukherjee,  
Joint Secretary,  
Ministry of Health & Family Welfare,  
New Delhi-

Encl: As above.



**TAX CONCESSION  
FOR  
REINVESTMENT OF PROFITS  
IN THE BUILDING  
OF THE SOCIO-ECONOMIC  
INFRASTRUCTURE**



**INCOME TAX DEPARTMENT**

**DIRECTORATE OF INCOME TAX**

**(R.S.P. & P.R.)**

**MAYUR BHAVAN**

**NEW DELHI-110001**



## Introduction

In order to promote reinvestment of business profits in areas where massive capital input is required for socio-economic development, a tax incentive has been provided under Section 35 AC of the Income-tax Act allowing for full deduction of the entire amount paid by a taxpayer carrying on a business or profession for financing projects or schemes promoting social and economic welfare. In the case of other taxpayers, the deduction is allowed under section 80GGA from his gross total income.

## Who can undertake eligible projects and schemes

- an association
- an institution
- a public sector company
- a local authority

Payments made by a taxpayer to the above entities are allowable deductions.

A company which is a taxpayer may avail of this deduction either by way of payment to the above mentioned entities or by directly undertaking an eligible project or scheme.

## Conditions necessary for approval

- (i) the association or institution is
  - (a) constituted as a public charitable trust; or
  - (b) registered under the Societies registration Act, 1860 (Act 21 of 1860) or under any law corresponding to that Act
  - (c) registered under section 25 of the Companies Act, 1956 (Act 1 of 1956)
- (ii) Persons managing the affairs of the association or institution are persons of proven integrity;
- (iii) the activities of the association or institution are open to citizens of India without any distinction and are not for the benefit of any individual or community;
- (iv) the association or institution maintains regular accounts of its receipts and expenditure; and
- (v) the instrument or the rules or regulations governing the association or institution do not contain any provision for the transfer or application at any time, of the whole or any part of its income or assets for any purpose other than a charitable purpose.



### What is an eligible project or scheme

An eligible project or scheme is one which the Central Government on the recommendation of the National Committee, may so notify in the Official Gazette. It should relate to one or more of the following:-

- (a) construction and maintenance of drinking water projects in rural areas and in urban slums, including installation of pump-sets, digging of wells, tube wells and laying of pipes for supply of drinking water;
- (b) construction of dwelling units for the economically weaker sections;
- (c) construction of school buildings primarily for children belonging to the economically weaker sections of the society;
- (d) establishment and running of non-conventional and renewable sources of energy systems;
- (e) construction and maintenance of bridges, public highways and other roads;
- (f) any other programme for uplift of the rural poor or the urban slum dwellers, as the National Committee may consider fit for support.

The benefit of the project or scheme shall flow to the public in general or to individuals belonging to the economically weaker sections of the society. The applicant should have the necessary expertise and should maintain separate accounts in respect of the eligible project or scheme.

### Functions of the National Committee

The Central Government has constituted this Committee with the following functions:

- (i) to approve associations and institutions for the purpose of carrying out any eligible project or scheme; and
- (ii) to recommend to the Central Government projects and scheme of any company including a public sector company, a local authority or an approved association or institution, for being notified as eligible projects or scheme.

All applications for approval of an association or institution or for recommendation of a project or scheme by the National Committee should be submitted in two sets, written either in English or Hindi to the -

Secretary  
National Committee for Promotion of Social and  
Economic Welfare,  
Department of Revenue, Ministry of Finance,  
Room No. 149, North Block, New Delhi-110001.  
Telephone: 3012859.

### Application for approval of an association or institution

The application for approval of an association or institution should contain the following particulars and documents:-

- (i) Name, address and status of applicant, the district/ward/circle where assessed, Permanent Account Number, audited balance



sheet and profit and loss account or income and expenditure account for three years including the latest year;

- (ii) Name and address of the association or institution alongwith trust deed, rules and regulations, memorandum of association etc. and registration certificate, if any;
- (iii) Names and addresses of the persons managing the affairs of the association or institution, including the names of such persons for earlier three years;
- (iv) If notified, U/s 10(23c) (iv) or (v) of the Income-tax Act, 1961 or approved under section 80G, the particulars thereof;
- (v) Brief particulars of the activities of the association or institution during three years.

#### **Application for recommendation of project or scheme**

The application for recommendation of a project or scheme for being notified as an eligible project or scheme should contain the following particulars and documents:-

- (i) Name, address and status of applicant, the district/ward/circle where assessed, Permanent Account Number, audited balance sheet and profit and loss account or income and expenditure account for three years including the latest year;
- (ii) Title of project or scheme, date of commencement, duration and the likely date of completion;

- (iii) Estimated cost of the project or scheme duly supported by a copy of the resolution of the Managing Committee of the association/ institution/the local authority/the Board of Directors of the company;
- (iv) Category or class of persons who are likely to be benefitted from the project or scheme;
- (v) Affirmation that no benefit from the project or scheme will accrue to persons managing the association or institution or to individuals not belonging to the economically weaker section of the society;
- (vi) Where the project or scheme is to be executed by a company, information about whether the project or scheme is such which the company is required to execute under any law or under agreement with employees or otherwise.

#### **Procedure before the National Committee**

The Committee:

- \* will make further enquiries as deemed fit before making its decision on an application.
- \* accord its approval for a period not extending beyond 3 years at a time.
- \* review progress of projects that extend beyond 3 years before according further approval.
- \* ensure that in the case of a company adequate arrangements have been made for divesting itself of the ownership of the capital asset acquired or erected for the purpose of the project or scheme.



## APPENDIX

### THE NATIONAL COMMITTEE FOR PROMOTION OF SOCIAL AND ECONOMIC WELFARE

Justice P.N. Bhagwati	Former Chief Justice of India S-296, Greater Kailash-II, New Delhi.	Chairman
Dr. A.S. Kailon	17D, Sarabha Nagar, Ludhiana	Member
Dr. C. Hanumanth Rao	Institute of Economic Growth, University Enclave, Delhi.	Member
Shri V. Padmanabhan	Gandhigram Trust, Gandhigram, Ambathurai, Dindigul Anna Dist.- 624302 TAMIL NADU.	Member
Shri Prem Bhai	Secretary, Banbasi Seva Ashram, Distt. Mirzapur.	Member
Shri Om Prakash Mathur	Chair of Housing & Urban Economics, National Inst. of Public Finance & Policy Institutional Area, New Delhi.	Member
Shri Natwar Thakkar	Secretary, Gandhi Ashram, P.O. Chochuyeniong, Mokokchung Distt., Nagaland.	Member
Prof. Kamta Prasad	Professor, Indian Institute of Public Administration, I.P. Estate, New Delhi.	Member
Shri Ram Krishna Bajaj	Chairman, Bajaj Enterprises, Bajaj Bhawan, 226 Nariman Point, Bombay-400 021.	Member
Shri R.N. Malhotra	96 B Sainik Farm, Khanpur, New Delhi.	Member
Dr. M.S. Swaminathan	Centre for Research on Sustainable Agricultural and Rural Development, 11 Rathna Nagar, Teynampet, Madras-6000018.	Member
Smt. Ila Bhatt	Former Member, Planning Commission, SEWA, Opp. Victoria Garden, Ahmedabad-380001.	Member
Shri Dinesh Vyas	52, Mittal Tower, 'A' Wing, 5th Floor, 210, Nariman Point, Bombay-400 021.	Member
Shri A.K. Ghosh	Chairman, Central Board of Direct Taxes, North Block, New Delhi.	Member
Shri T.S. Krishna Murthy	Joint Secretary, Ministry of Finance, Central Board of Direct Taxes, New Delhi. Telephone: 3012859.	Secretary



File 102

Dated 14-9-1992.

Smt. Adarsh Mishra,  
Joint Secretary to Govt. of India  
And Member-Secretary, Tripartite  
National Committee on Family Welfare  
Planning,  
Ministry of Health & Family Welfare,  
Department of Family Welfare,  
Nirman Bhavan,  
New Delhi- 110011

Madam,

Sub:- Second Meeting of the Tripartite  
National Committee on Family Welfare  
Planning- 23rd October, 1992 in New Delhi.

This is to acknowledge your letter  
No.R-17012/1/92/OS dated 11th Sept. 1992 in respect of  
the subject under reference above.

I will attend the meeting on 23rd October, 1992.

I am travelling from Goa to Delhi by Air on  
21st October 1992 and return to Bangalore by Air on  
26th or 27th October, 1992.

I request you to send the agenda papers to my  
Bangalore address if you are sending them before 1st  
October, 1992, if it is later, the same may be sent to  
our office at Canning Lane, New Delhi.

With regards,

Yours sincerely,

  
( M. S. Krishnan )  
President.

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MOST IMMEDIATE  
SPEED POST/SPECIAL MESSENGER

No.R-17012/1/92/OS  
Government of India  
Ministry of Health & Family Welfare  
(Department of Family Welfare  
.....

Nirman Bhavan, New Delhi.  
Dated the 11th Sept '1992.

Subject:- Second meeting of the Tripartite National  
Committee on Family Welfare Planning-23rd  
October, 1992 in New Delhi.  
.....

Reference this Ministry's telegram/telex No.R-  
17012/1/92-OS, dated 3rd September, 1992 regarding  
the postponement of the 2nd meeting of the Tripartite  
National Committee on Family Welfare Planning fixed  
for 14th Sept '92.

2. It has now been decided to hold the meeting of  
the Tripartite National Committee at 11.00 AM on  
Friday, the 23rd October, 1992 in Committee Room  
(room No.249/A), 2nd floor, Nirman Bhavan, New Delhi  
under the Chairmanship of Shri M.L. Fotedar, Union  
Minister of Health & Family Welfare.

3. It is proposed to review the follow up action  
taken on the recommendations made by the Committee in  
its first meeting held on 10.2.92 and to discuss  
further measures for the promotion of Family Welfare  
Planning in the Organised Sector. Agenda papers are  
being despatched shortly.

4. The members of the Committee are requested to  
kindly confirm their participation, mode of travel,  
etc., by return of post to enable this Ministry to  
make necessary preparatory arrangements.

*Adarsh Misra* u/a/a

(SMT. ADARSH MISRA)  
Joint Secretary to Govt. of India  
And Member-Secretary, Tripartite  
National Committee on Family  
Welfare Planning.  
(Tel.No.3017447)

*mu*  
*16-9-92*

Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane,  
New Delhi - 110 001.





K.K. Mathur  
सचिव  
SECRETARY

file No. 102

D.O. NO. R.17013,1,92-OS

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भारत सरकार  
स्वास्थ्य एवं परिवार कल्याण मंत्रालय  
परिवार कल्याण विभाग  
नई दिल्ली-110011

GOVERNMENT OF INDIA  
MINISTRY OF HEALTH & FAMILY WELFARE  
DEPARTMENT OF FAMILY WELFARE  
NEW DELHI-110011

RECEIVED  
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A.I.T.U.C.

Dated the 16th April, 1992.

Dear Shri Krishnan,

Kindly refer to Smt. Suneeta Mukherjee's d.o. letter of even number dated the 10th March, 1992 regarding implementation of the recommendations of the first meeting of the re-constituted Tripartite National Committee on Family Welfare Planning held under the Chairmanship of Minister of Health and Family Welfare on the 10th February, 1992.

As you would be aware, during the course of the meeting several useful suggestions were made by many members for improving the implementation of the Family Welfare Programme in the country, in general, and in the Organised Sector in particular. All these suggestions were endorsed by the Committee. I had, in fact, during my brief clarificatory remarks indicated that the Government had already taken into account many of the suggestions made by the members of the Committee in the Action Plan already formulated for giving a new thrust and dynamism to the Family Welfare Programme. The State Governments/UTs Administration have already been advised to operationalise the Action Plan.

Population control is a thrust area in the 8th Five Year Plan and this Ministry is committed to do all that is possible to curb the population growth. I would earnestly urge you to take all possible steps to provide Family Planning and Maternal and Child Health Services in a comprehensive manner to all the people in and around your organisation/plant/industry, and to motivate them to adopt one or the other family planning method.

One of the suggestions, unanimously approved by the Tripartite Committee was to set up a Family Welfare Cell in each industry/enterprise/Chamber of Commerce and to prepare a comprehensive family profile of each worker/employee. I presume that necessary action for having such Cells set up has already been taken by your organisation.

In order to keep us informed about the on-going family welfare activities in your organisation/industry/plant and to enable us to have your advice in bringing about further improvements in the implementation of the Family Welfare Programme, I shall be grateful if you could kindly furnish us a progress report in the matter on a quarterly basis commencing from the quarter ending the 30th June, 1992.

with regards  
Yours sincerely,  
*K.K. Mathur*  
( K.K.Mathur )

Shri M.S. Krishnan,  
President,  
All India Trade Union Congress,  
24, Canning Lane,  
New Delhi.