

From Vision to Achievement

FICCI FLO SKILL DEVELOPMENT

2025-26



The Power to Empower



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The Power to Empower



Message from President FICCI FLO

In a rapidly shifting global landscape, skill has replaced physical assets as the new global currency. As AI and the green energy transition create seismic industrial shifts, the ability to unlearn and upskill has become the primary engine of growth. For women, skilling is more than an employability requirement; it is a catalyst for economic self-reliance and a bridge across the gender pay gap.

A Legacy of Impact: 42 Years of FICCI FLO

Since 1983, the FICCI Ladies Organization (FLO) has championed women's economic empowerment through a multifaceted approach:

- **Grassroots:** Turning traditional crafts and agriculture into sustainable enterprises through vocational training and digital literacy.
- **Middle Level:** Supporting entrepreneurs via MSME cells and "Skill to Scale" initiatives to master business management and digital marketing.
- **Top Level:** Preparing women for leadership through programs like "Women on Corporate Boards," ensuring they steer the highest levels of decision-making.

The Road Ahead

As we look toward 2026, we are moving from "participation" to "leadership." This Skill Report serves as a roadmap, highlighting how women in Tier-2 and Tier-3 cities are now outperforming counterparts in employability when given the right tools.

Aligned with the vision of **Viksit Bharat 2047**, FLO remains dedicated to ensuring every woman is *Saksham* (capable), *Swabhimani* (self-respecting), and *Sashakt* (empowered). The journey of a thousand miles begins with a single skill, and we continue to build a future where every woman is the architect of her own destiny.

Poonam Sharma

National President

FICCI FLO (2025-26)



Message from **National Urban Skilling Head FICCI FLO**

Igniting Potential: The Path to Viksit Bharat @ 2047

As we navigate 2026, the vision of a **Viksit Bharat** is no longer a distant dream - it is a tangible destination. However, the roadmap to 2047 is only as strong as the women who lead the way. At FICCI FLO, we believe that for India to emerge as a global superpower, women must move from the sidelines to the center stage of the urban economy.

Our mission transcends basic training; we are fostering **economic agency**. By equipping women with high-growth skills in technology, green energy, and leadership, we are converting untapped potential into national prosperity. When a woman is empowered with a skill, she doesn't just transform her own life - she uplifts her family, her community, and the very fabric of our GDP.

As we look toward 2027, let us remember: **a developed India must be an inclusive India**. Our commitment is to ensure that every urban woman has the tools to be a job creator, an innovator, and a leader. Together, we are not just witnessing history; we are architecting the future of a self-reliant, empowered nation.

Pooja Chauhan

National Urban Skilling Head

FICCI FLO (2025-26)



Message from **Co-Chair, National Urban Skilling**

“Empowering women is at the heart of FICCI FLO’s mission. Working closely with Poonam ji and Pooja, our vision this year has been to make women financially independent, turn them into active earners, and contribute meaningfully to India’s growth and GDP - aligning with the Prime Minister’s goal of greater women participation. With passion and dedication, we’ve focused on skilling more women, witnessing countless lives transform along this journey. Together, we’re shaping a stronger, more inclusive India.”

Nidhi Goel

*Co- Chair, National Urban Skilling
(2025-26)*



The Power to Empower

1. Vision and Mission of FICCI FLO

Skill Development: Empowering Women for India's Future

Under the framework of FICCI FLO, skill development is a core strategic pillar designed to transform India's economic landscape by making women self-reliant and future-ready. Aligned with the vision of Viksit Bharat 2047, the organization operates through a holistic model - Engage, Educate, Elevate, and Empower - to bridge the gender gap in the workforce.

Key Skilling Initiatives

FICCI FLO's skill development programs target diverse levels, from grassroots to corporate leadership:

- **Digital & Urban Skilling:** Equipping women and young girls with high-value technical skills, including AI, Digital Marketing Tool, to bridge the digital divide.
- **Vocational & Livelihood Training:** Specialized training in industries such as Handlooms, Textiles, and the Wedding Industry to generate immediate income opportunities.
- **Financial Literacy:** Educating women on financial planning, wealth management, and economic independence.
- **Infrastructure:** Established permanent facilities like the FLO Skill Training Centre at Mission Deep to provide long-term vocational support.

By linking Academia, Industry, and Government, FICCI FLO ensures that skilling is not just about education, but a direct pathway to employment and sustainable entrepreneurship.

2. National Executive Summary: FLO Skill Development (2025-2026)

Across its national network, FICCI FLO has implemented a multi-tiered empowerment strategy for the 2025–2026 term, directly impacting over 100,000 individuals. Under the overarching vision of Viksit Bharat 2047, chapters have transitioned from vocational training to high-impact leadership and tech-integration models.

Core Strategic Pillars

- **STEM & Digital Future:** Initiatives like the LEAP LAB and "AI Cosmos" have trained thousands in AI, cybersecurity, and robotics. Specialized programs like "Skill Her" laptop repair provide technical pathways for school dropouts.
- **Sustainable Livelihoods:** Chapters are professionalizing the "Wedding Economy" and reviving heritage crafts like Dokra and Phulkari to create market-linked income.
- **Financial & Corporate Leadership:** Programs such as "Women on Boards" and "The Silent Heir" equip women with wealth management and corporate governance skills.
- **Social Inclusion:** Innovative outreach includes driving skills for prison inmates and placements for persons with disabilities.

National Impact Summary (2025–2026)

- Total Programs Conducted : 177
- Total Workshops Organized : 150
- Total MoUs Signed : 43
- Total Individual Impact : 104,145

National Level Initiatives and Partnerships

Strategic MOU with Cognizant

In a strategic collaboration with Cognizant, the Amity Humanity Foundation launched a comprehensive webinar series designed to equip youth with future-ready professional skills. This employability program focuses on high-impact modules including Resume Building, Interview Preparation, and LinkedIn Personal Branding. To bridge the gap between education and employment, the initiative features mock interviews led by Cognizant volunteers and inclusive "Interview Clinics" that provide tailored support for all job seekers, including persons with disabilities.

Digital Marketing & Entrepreneurial Empowerment

The Digital Marketing initiative has successfully trained over 1,000 young entrepreneurs to navigate the complexities of the modern marketplace. A significant milestone of this program is the digital transformation of women entrepreneurs; by transitioning from traditional sales to digital platforms, these participants have modernized their business models and expanded their market reach. This training acts as a catalyst for sustainable growth, empowering local business owners to thrive in a competitive digital economy.

Community Development: Delhi Slum Adoption Program

In partnership with the Government of Delhi, the Foundation has adopted five slums to implement holistic vocational training and social upliftment programs:

- **Comprehensive Course Offerings:** Residents have access to diverse training in Digital Literacy, Graphic Design, and English Speaking to enhance professional communication.
- **Specialized Certifications:** The program provides industry-recognized certifications in Food Processing (FICSI) and Healthcare (Apollo Medskills) to ensure high employability.
- **Vocational Empowerment (NDMC Centre):** Specialized sewing centers empower community members - particularly women - by providing technical skills that foster financial independence and create entrepreneurial opportunities to break the cycle of poverty.

i. Chapter-Wise Performance Highlights

The data reflects a diverse range of activities across urban and rural segments:

- **FLO Amritsar:** Emerged as the leading chapter in terms of reach, impacting 45000 individuals through 19 programs and 31 workshops, supported by 14 MoUs.
- **FLO Pune:** Demonstrated high efficiency with 16 programs and 14 workshops, achieving a total impact of 11,644 individuals.
- **FLO Ahmedabad & YFLO Ahmedabad:** Collectively conducted 47 programs and 18 workshops, impacting over 5,200 individuals.
- **FLO Ludhiana:** Focused heavily on initiatives, completing 20 programs and 8 workshops with an impact of 3,796.
- **FLO Delhi & YFLO Delhi:** Focused on strategic partnerships with 6 MoUs combined, impacting nearly 3,800 individuals.
- **FLO Indore:** Successfully conducted 13 programs and 20 workshops, reaching 4,992 individuals.
- **FLO Hyderabad:** empowered 3,328 women and youth through flagship programs like "Skill Her," UNICEF-backed STEM initiatives, and specialized digital readiness training.
- **FLO Coimbatore:** grassroots empowerment for 2,105 beneficiaries through mobile skilling, tribal livelihood initiatives, and corporate-readiness programs funded by strategic signature events.
- **FLO Siliguri:** empowered 1,450 women through grassroots leadership, rural skilling workshops, and digital literacy initiatives designed to foster sustainable entrepreneurship across North Bengal.

Strategic Reach

The integration of workshops and MoUs indicates a shift toward structured skill development and institutionalized growth. Chapters like Jaipur, Coimbatore, and Siliguri maintained a balanced focus on both workshops and strategic alliances to maximize local impact.

3.FLO Chapter Impact Comparison (2025–2026)

Chapter Name	Programs	Workshops	MoUs Signed	Total Impact (Individuals)
Amritsar	19	31	14	45,000
Pune	16	14	3	11,644
Indore	13	20	0	4,992
Ludhiana	20	8	0	3,796
Delhi (FLO)	2	1	3	3,650
Jaipur	7	18	4	3,378
Ahmedabad (YFLO)	22	6	1	2,875
Ahmedabad (FLO)	25	12	5	2,381
Coimbatore	6	1	4	2,105
Chennai	14	7	0	1,901
Lucknow	11	4	0	1,787
Kanpur	4	2	2	961
Kolkata (FLO)	0	5	0	688
Siliguri	7	6	2	618
Hyderabad (FLO)	3	1	2	512
Hyderabad (YFLO)	0	1	0	500
Kolkata (YFLO)	5	3	0	292
Uttarakhand	0	5	0	267
Vadodara	1	3	0	139
Delhi (YFLO)	1	1	3	120
NATIONAL TOTAL	177	150	43	104,145

4. From Vision to Achievement

FLO Chapter Delhi (Head- office)

FLO Delhi serves as the national blueprint for empowering women through its "Skill to Scale" philosophy. For the 2025–2026 term, the chapter has strategically aligned its initiatives with emerging economic trends, focusing on professionalizing traditional sectors and embracing the digital future.



YFLO Chapter Delhi

For the 2025–2026 term, YFLO Delhi operates under the theme "I Thrive with YFLO." The chapter's strategy emphasizes "Experiential Learning" and "Next-Gen Professionalism" to equip young women entrepreneurs with high-level industry insights.



Core Skill Development & Impact

1. **YFLO Premier Skill Academy (Noida):** In collaboration with the M3M Foundation, this cutting-edge vocational hub aims to train over 1,000 youth annually, focusing on modern technology and digital entrepreneurship.
2. **"The Silent Heir" & Financial Skilling:** A specialized series on wealth agency and legacy planning, teaching women to navigate complex financial legalities and inheritance.
3. **Industry Masterclasses:** Innovative "Experiential Skilling" sessions, such as the "Woman Behind the Label" with designer Anamika Khanna, focus on the business and branding side of global industries.
4. **Investment Asset Skilling:** Workshops like "Equities Simplified, Wealth Amplified" and specialized sessions on luxury assets (diamonds and gemstones) treat jewelry and equities as resilient investment classes.



By blending philanthropic skilling with professional upskilling - including sessions on hormonal health and work productivity.

FLO & YFLO Chapter Ahmedabad

For the 2025–2026 term, FLO Ahmedabad, have pioneered a multi-tiered skill development model. The term is anchored by the theme "RO-I: Rural Outreach, Impact, and Integration," focusing on creating measurable, long-term economic shifts.



Core Training & Livelihood

- **YFLO Construction Program:** A two-phase initiative offering 15 days of formwork training followed by 11.5 months of on-site experience with a 15,000 monthly stipend, leading to Junior Foreman roles.
- **"Earn N' Learn":** Short-term vocational training in Diya/Rangoli making and Cotton Wick production to generate immediate income for underprivileged women.
- **Specialized Workshops:** Programs include Caregiver training, Millet Cookie production, and Mehndi artistry to diversify livelihood options.

Digital & Strategic Impact

- **Tech Skilling:** Initiatives like "Future Ready AI," STEM teacher training with VASCSC, and Cyber Security awareness prepare women for the modern economy.
- **Strategic Categories:**
 - **Grassroots:** Focuses on livelihood for ragpicker women and "Gramsetu" community projects.
 - **Corporate/SME:** Provides mentorship via an MSME Assist Cell and "I Am My Brand" networking.
 - **Sustainability:** Promotes eco-friendly manufacturing and waste management drives.



Through these efforts, FLO Ahmedabad empowers women to transition from economic participants to sustainable community leaders.

FLO Chapter Amritsar

FICCI FLO Amritsar Chapter's 2025–2026 term, themed "The Year of Infinity," focuses on transitioning from announcements to measurable outcomes in women-led development.



Core Skilling Initiatives

The chapter implemented an extensive skilling calendar across multiple domains to ensure future-ready empowerment:

- **Digital & STEM:** The LEAP LAB serves as a dedicated centre for modern tech tools. Programs included STEM-verse, LEGO STEM sessions, and AI awareness for approximately 1,405 individuals.
- **Vocational & Livelihood:** Training focused on the event industry (Project Wings), stitching, and sewing to enable continuous income generation. About 460 individuals gained vocational skills.
- **Creative Arts & Heritage:** Over 1,600 women participated in Pattachitra, Phulkari, and Gond Art workshops. The Hands of Heritage platform further assists artisans in marketing their products.
- **Beauty & Professional Skills:** Around 660 participants engaged in Mehendi art, nail art, and styling workshops, translating these skills into live commercial assignments.



Strategic Impact and Inclusion

A key alliance with the Hemkunt Education Society focuses on menstrual hygiene and placement support for persons with disabilities. Additionally, the SHE SHAKTI Fund provides critical financial backing for aspiring entrepreneurs. Collectively, these initiatives impacted approximately 20,111 individuals, aligning with the national vision of Viksit Bharat 2047.

FLO Chapter Chennai

FICCI FLO Chennai Chapter for the 2025–2026 term has prioritized a strategic intersection of sustainability, cutting-edge technology (STEM), and grassroots livelihood development.

Key Skill Development Initiatives

- STEM Education & Infrastructure:** In a major collaboration with St. Gobain, the chapter initiated a STEM training program reaching over 1,200 students across 12 government schools. Additionally, they established dedicated STEM laboratories in Sriperumbudur to facilitate hands-on technical learning.
- "Skill Her" Laptop Repair Initiative:** This project targets school dropouts, providing specialized training in hardware repair. The goal is to reintegrate them into the mainstream economy with high-paying technical roles offering estimated monthly salaries of 20,000–30,000.
- Entrepreneurial Growth ("She Leads"):** Partnering with the Wadhvani Foundation, FLO Chennai offers a curated mentorship program to help women-led startups scale. They also conduct workshops on government schemes like PMEGP and MUDRA to improve policy awareness.
- Sustainable Livelihoods:** Initiatives include "Upcycling for Impact," which trains women in nano-entrepreneurship through scalable upcycled product models, and reviving traditional crafts like Aari Embroidery for income generation.
- Financial & Legal Skilling:** The "She Invests" cohort educates women on Angel Investment, while participation in the iTNT Conclave 2025 led to MoUs with the Tamil Nadu government to provide legal aid for Intellectual Property Rights (IPR) protection.



Through these targeted programs, the chapter balances high-level professional readiness with significant community-level social impact.

FLO Chapter Coimbatore

FICCI FLO Coimbatore Chapter's 2025–2026 term, themed "Connect, Collaborate, and Excel," focuses on bridging the gap between academic learning and real-world business requirements.



Key Skilling & Livelihood Initiatives

- **Skill on Wheels (SOW):** This mobile training unit provides experiential learning in Mechatronics, Agriculture, Healthcare, and Finance to over 550 students in rural government schools.
- **Rural Livelihood – Anaikatti:** In collaboration with the Mukul Madhav Foundation, the chapter provided 40 tribal families with units and training in goat-rearing and vermicomposting to create sustainable income.
- **Project Skill Her & Internship Fair:** Partnering with institutions like PSG College, this initiative focuses on "campus-to-corporate" readiness.
- **Digital Marketing & Website Creation:** A significant focus of the term involves training students and entrepreneurs in Digital Marketing and website creation to enhance their professional footprint.
- **Amity Humanity Foundation Collaboration:** The chapter leverages strategic partnerships, including those with organizations like the Amity Humanity Foundation, to expand the reach and depth of its vocational and digital training sessions.
- **TiE Women Pitch Competition:** This program provides boot camps and 1-on-1 mentoring by 18 industry experts for women-led startups.



Sustaining Impact

The chapter funds these initiatives through signature events like the FLO Galleria, ensuring that proceeds are directly funneled into grassroots skilling and the Village Adoption Programme. Additionally, the Mental Health First Aid Certification was launched to build a network of certified child counselors, addressing emotional wellness as a vital soft skill.

FLO Chapter Kanpur

For the 2025–2026 term, skill centred on the theme "Unleash". The strategy focuses on empowering women by helping them discover their purpose and break through barriers through technical skilling and entrepreneurial mentorship.

Core Initiatives and Skill Areas

The chapter leverages Kanpur's industrial hub status to provide vocational training in high-demand roles:

- **National Flagship "WE in Education"**: Aims to increase child safety by training women as school support staff, including certified roles like school van drivers and security guards in collaboration with Maruti Driving School and G4S.
- **Digital & Technical Skilling**: Specialized workshops on Cyber Security and Digital Literacy are designed to help women entrepreneurs transition traditional shops to e-commerce platforms.
- **Entrepreneurial Mastery**: The "Unleash" series includes pitching workshops like "Unlock Your Potential" and business masterclasses on collaboration and operational excellence for scaling MSMEs.
- **Financial Independence**: The "Navigate Your Wealth" series provides financial literacy and wealth management training for aspiring professionals.
- **Grassroots & Sustainability**: Initiatives focus on training rural women in traditional crafts and agricultural processing, aligning with Uttar Pradesh's "One District One Product" (ODOP) goals.



Strategic Impact

With a network of over 400 members, FLO Kanpur prioritizes the "Saksham" (Skilling) and "Suraksha" (Safety) pillars. Through "Campus to Corporate" modules, the chapter provides mentorship and soft-skill training to young girls in local colleges, ensuring a holistic approach to workforce participation. It also has a network of certified child counselors, addressing emotional wellness as a vital soft skill.

FLO Chapter Uttarakhand

For the 2025–2026 term, FLO Uttarakhand, has established a comprehensive skill development strategy centered on the theme "The Power to Empower". The chapter's initiatives are strategically designed to move women from "soil to shelf," tailoring vocational training to the unique economic landscape of the state.



Key Skill Development Initiatives

- **Project Shree (Sakshamta Series):** A multi-dimensional project focusing on rural capacity building to enhance employability and providing "Suraksha" sessions that include legal rights education and self-defense training.
- **Project Skill Her:** Now in its second year, this program provides vocational training and professional upskilling to help women either enter the workforce or scale their own small businesses.
- **Digital & AI Empowerment:** The chapter offers specialized workshops on AI for Marketing to help women build and market businesses, alongside cyber awareness training to ensure safe navigation of the digital economy.
- **Agricultural & Food Processing:** Workshops under the "From Soil to Shelf" initiative focus on organic farming, horticulture, and food processing to transform local produce into high-value market products.



Strategic Pillars

The chapter aligns its local projects with the national "8 Pillars of Empowerment," prioritizing:

- **Saksham (Skilling):** Vocational training in both traditional crafts and modern industries.
- **Swabhiman (Self-Reliance):** Promoting entrepreneurship through state government partnerships.

Sarvodaya (Inclusive Growth): Extending reach to underprivileged sections, including wellness sessions for women inmates.

FLO Chapter Vadodara

For the 2025–2026 term, adopted a future-forward approach to skill development. The chapter's strategy focuses on bridging the gap between traditional education and modern industry requirements, with a heavy emphasis on technology and professional goal-setting.



Key Skill Development Initiatives

- **Project STEM Awareness:** This national initiative focuses on sparking interest in Science, Technology, Engineering, and Mathematics among rural students. Through hands-on robotics workshops and science experiments, the chapter impacted nearly 1,000 students in the Karjan district in late 2025.
- **Urban Skilling & "Goal Setting":** Using the SMART framework (Specific, Measurable, Achievable, Relevant, and Time-bound), this series prepares young women to transition from students to professionals.
- **AI & Digital Transformation:** The "Shaping the Intelligence Era" initiative, launched in early 2026, educates women entrepreneurs on utilizing AI for business scaling and marketing. Additionally, workshops cover cybersecurity and navigating India's new data laws to ensure MSMEs are "future-ready".
- **Financial & Legal Literacy:** Programs like "Legally Blonde: From Success to Succession" provide specialized training in legal rights, succession planning, and financial independence.



Strategic Impact

The chapter prioritizes leadership training and personal branding, featuring prominent speakers like Smt. Smriti Irani and Ankur Warikoo to build resilience and professional growth. By aligning with national pillars like STEM and Digital Literacy, FLO Vadodara is creating a new narrative for women's leadership in the region.

FLO Chapter Lucknow

- For the 2025–2026 term, the FICCI FLO Lucknow Chapter, is operating under the theme "Vision to Achieve". The chapter's strategy emphasizes actionable plans to drive personal and professional empowerment, aligning with the national goal of Viksit Bharat 2047.



- **Key Skill Development & Impact Initiatives**

- **Skilling Unit Inauguration:** In July 2025, the chapter launched a dedicated unit specifically designed to provide vocational training and sustainable livelihood opportunities for women.
- **Women on Boards (FWD) Initiative:** Through masterclasses held in association with the Institute of Directors (IOD), the chapter focuses on preparing women for corporate governance and board-ready leadership roles.
- **AI & Digital Literacy:** A transformative workshop held in January 2026 at G D Goenka Public School educated women on the "Intelligence Era," focusing on how to leverage Artificial Intelligence within their businesses.
- **Artisan Empowerment:** The Artisan Mela held in October 2025 bridged the gap between traditional heritage and modern markets, providing local artisans with a platform to showcase and sell their crafts.
- **Professional Growth:** Interactive "Conversations Over Coffee" sessions targeted personal branding and the development of a professional image.



- **Strategic Reach**

The chapter maintains a robust MSME & Startup Cell to assist entrepreneurs with government schemes and legal frameworks. Additionally, it integrates health into its impact strategy through sessions like "Connecting Heart, Nerves & Bones" with Medanta Hospital, ensuring holistic well-being alongside professional skilling.

FLO Chapter Pune

For the 2025–2026 term, the FICCI FLO Pune Chapter, operates with the motto "Action that Leads to Impact". The chapter's strategy focuses on bridging the gap between grassroots empowerment and professional leadership through a series of inclusive skilling and social initiatives.



Key Skill Development & Impact Initiatives

- **Prison Reform Skilling:** In December 2025, the chapter launched a Driving Skills Training Program for inmates at the Yerwada Ladies Jail, providing them with a sustainable livelihood path for their eventual reintegration into society.
- **Entrepreneurial Women Meet:** This mega event in November 2025 engaged 1,200 women, including SHG members and senior citizens, providing a massive platform to showcase vocational skills and gain economic recognition.
- **Teacher Training:** The "Classrooms of the Future" program focuses on upskilling local educators by modernizing their teaching techniques to meet future academic standards.
- **Digital Transformation:** The "Shaping the Intelligence Era" session in January 2026 focuses on AI and digital tools, ensuring members and entrepreneurs stay competitive in a tech-driven market.



Social Impact: A Cycle Distribution Drive in September 2025 improved access to education for girl students by enhancing their mobility.

Strategic Reach

The chapter maintains specialized verticals for MSME & Startups, assisting women-led businesses with government compliance and scaling. By participating in the 2026 Union Budget presentation at the Parliament, the Pune leadership ensures their local skilling and financial literacy initiatives remain aligned with national fiscal policies.

FLO Chapter Bhubaneswar

For the 2025–2026 term, the FICCI FLO focuses on the core vision of "Health Literacy, Mentorship, and Inclusive Growth". The chapter serves as a vital platform for women's economic empowerment in Odisha, bridging the gender gap through a blend of professional excellence and grassroots development.

Key Skill Development & Impact Initiatives

- **Startup & Innovation:** Through continued collaboration with Startup Odisha, the chapter facilitates the FLO WE-Pitch Innovation Challenge, providing women entrepreneurs with essential incubation, cash prizes, and market visibility.
- **Digital & Financial Literacy:** Implementation of national initiatives locally to equip women with modern digital tools and wealth management skills, enabling them to thrive in a tech-driven economy.
- **Professional Workshops:** The chapter organizes specialized training on emerging technologies, including AI and Digital Skilling, alongside legal advocacy to help members navigate evolving business landscapes.
- **Heritage & Sustainability:** Skilling initiatives focus on promoting Odisha's rich textile heritage through handloom and handicraft projects, while simultaneously advocating for ESG (Environmental, Social, and Governance) practices among local MSMEs.
- **Healthcare Empowerment:** Leveraging the Chairperson's healthcare background, the term prioritizes increasing access to maternal care, cancer screenings, and mental health support.



Strategic Outcomes

By applying the "4 E's" - Engage, Educate, Elevate, and Empower—the chapter fosters an environment where women can balance leadership roles with family responsibilities through flexible mentorship. Active engagement in policy advocacy, including dialogues regarding the Union Budget 2026-27, ensures that the interests of Odisha's women entrepreneurs are represented at the highest levels.

FLO & YFLO Chapter Hyderabad

For the 2025–2026 term, the FICCI FLO is operating under a vision inspired by the "Pancha Tatva" (Five Elements) philosophy. This strategic framework—"Build for Everyone, Inspired by Everyone, and Reach Everyone"—is designed to blend traditional heritage with modern technology.



Key Skill Development & Impact Initiatives

- **"Skill Her" Program:** A flagship initiative that has already seen the graduation of nearly 1,000 women at the FLO Skill Centre in Bhongir. It provides vocational training in tailoring, Maggam embroidery, and beautician courses to empower grassroots women with income-generating skills.
- **Wedding Industry Skilling:** Impacted over 250 women by providing specialized training in wedding-related services and crafts, enabling sustainable income during peak marriage seasons.
- **Digital Empowerment:** Projects like "Tech It Easy" and "AI Cosmos" focus on AI adoption and digital literacy to ensure women-led MSMEs remain competitive in a tech-driven market.
- **Heritage Revival:** The "Dokra Renaissance" initiative aims to revive the ancient metal craft of Telangana, providing artisans with improved market access and business development support.
- **Professional Development:** Hosted the first-ever National FLO Job Fair in Hyderabad in August 2025 to bridge the gap between skilled women and corporate employment.

Youth Engagement (YFLO)

The Young FLO (YFLO) chapter focuses on "Knowledge is Power". Their "Educate. Empower. Elevate." initiative in partnership with UNICEF has impacted 2,000 girls through STEM education and career guidance in Kasturba Gandhi Balika Vidyalayas.

Core Skill Development Initiatives

- **Digital & Tech Readiness:** In partnership with the NIIT Foundation, the chapter provided a Digital Marketing Certification (CCDM) to 78 Computer Science students at Veeranari Chakali Iamma Women's University to ensure they are industry-ready.

- **"Zero to Startup":** Hosted at T-Hub, this program skills aspiring entrepreneurs in business modeling and investor pitching, taking them from raw ideas to market-ready ventures.
- **Creative Industries:** The "Golden Lens" Symposium provides specialized technical training for women in behind-the-scenes roles like cinematography and production within the Telugu film industry.
- **Financial Independence:** The "She Plans" series, in collaboration with Guardian Capital, demystifies complex concepts like estate planning and equity management for young members.



Social & Grassroots Impact

- **"Educate. Empower. Elevate.":** A strategic partnership with UNICEF India delivers essential life skills and STEM education to underprivileged girls across Telangana.
- **Inclusive Wellness:** An innovative project providing sound healing and vocational awareness for children with visual impairments.
- **Safety Leadership:** The "Safe Roads, Bright Futures" campaign with the Hyderabad Traffic Police skills women in defensive driving and road safety.

Strategic Outcome

Digital Independence, training members to handle their own digital presentations and marketing. By balancing professional branding ("Style Speaks Strategy") with deep-rooted social projects, YFLO Hyderabad is building a generation of technically proficient and socially conscious leaders.

FLO Chapter Indore

For the 2025–2026 term, the FICCI is driving a multi-faceted agenda that blends social impact, cultural heritage, and holistic wellness. The chapter's skill development strategy is designed to empower women across different socio-economic strata through both traditional and modern vocational training.



Key Skill Development & Impact Initiatives

- **Grassroots Skilling:** Under the "Skilling & Livelihood" vertical led by Varsha Dagra, the chapter focuses on enhancing the employability and entrepreneurial spirit of women at the grassroots level.
- **Wheels of Change:** In a significant move to improve educational accessibility, the chapter distributed 20 bicycles to young girls in partnership with the Mukul Madhav Foundation and Finolex Pipes. This initiative directly impacts mobility, helping girls commute safely to school and gain independence.
- **Cultural Skilling:** The chapter uniquely integrates skill-building with heritage. During a visit to Laalbagh Palace in December 2025, members were taught pot painting and block printing, preserving traditional arts while fostering creative entrepreneurship.
- **Intellectual Growth:** The FLO Spark Initiative uses a book reading movement to discuss themes of resilience and the modern woman's journey, fostering personal development among its members.
- **Wellness & Resilience:** Sessions at Satyadhara Ashram and fireside chats with figures like Miss India World Nikita Porwal emphasize inner peace and authenticity as foundational skills for personal growth.



Strategic Alignment

The chapter's efforts are aligned with the national "8 Pillars of Empowerment" (including Shiksha and Swabhiman) and the overarching vision of Viksit Bharat 2047, ensuring that local skilling efforts contribute to national progress.

FLO Chapter Jaipur

For the 2025–2026 term, the FICCI FLO Jaipur Chapter is operating with the theme "Heritage, Health & Harmony" and the action motto "Breaking Barriers, Building Legacies". The chapter's strategy is executed through "FLO Charcha," a 365-day blueprint for empowering women across rural, urban, and middle segments.

Key Skill Development & Impact Initiatives

- **FLO Shilpshala:** This platform provides hands-on training and business development support specifically for women artisans to help them scale traditional crafts and improve their marketability.
- **Heritage & Entrepreneurship:** Initiatives like "FLO Rajwada Vows" celebrate women-centric wedding rituals and traditional legacies, linking cultural preservation with economic opportunities.
- **FLO Bazaar 2025:** A massive lifestyle and handloom exhibition that served as a launchpad for several startups, featuring over 20 handloom brands and collaborations with the Weavers Service Centre and Rajeevika.
- **Financial Literacy:** The "Wealth Event" in January 2026 focused on investment strategies and wealth creation, equipping women with the tools for long-term financial independence.
- **Health as a Skill Base:** Recognizing that health is fundamental to productivity, the chapter launched "FLO Jeevan Raksha Van," a mobile unit providing health screenings, and "FLO Chakshu," which targets vision care for artisans and their families.



Strategic Impact

The chapter emphasizes professional mentorship, highlighted by a fireside chat with Falguni Nayar (Founder of Nykaa) on resilience and brand building. By aligning with the national goal of Viksit Bharat 2047, FLO Jaipur ensures that its local efforts in heritage revival and digital/financial skilling contribute to the broader national economic narrative.

FLO Chapter Jammu, Kashmir & Ladakh (JKL)

For the 2025–2026 term, the FICCI FLO Jammu, Kashmir & Ladakh (JKL) Chapter, is celebrating its fifth year by intensifying its focus on a cooperative framework for sustainable economic growth. The term is guided by the philosophy "She Learns, She Builds & She Leads," marking a strategic transition from basic vocational skilling to leadership development.



Key Skill Development & Impact Initiatives

- **Academic Partnerships:** A major milestone includes signing an MoU with the Central University of Jammu. This collaboration focuses on providing technical skilling, entrepreneurship promotion, and wellness programs for both students and local women.
- **Grassroots Support (UMEED):** The chapter actively supports Self-Help Groups (SHGs) under the JKRLM initiative, helping rural women showcase their crafts, cuisine, and culture at the Saras Aajeevika Mela to reach wider markets.
- **Policy Advocacy:** Leadership engaged in high-level discussions like "Budget Pe Charcha" with MP Anurag Thakur and presented strategic recommendations for the J&K Budget Allocation 2025 to Chief Minister Omar Abdullah to prioritize women's economic empowerment.
- **Holistic Social Impact:** The Run4Health Half Marathon 3.0, held in collaboration with the J&K Police, promoted youth fitness and drug awareness. Additionally, the chapter supports the vision of a TB-free J&K through health camps in schools.



By bridging the gap between the local economy and national opportunities—including a delegation visit to the Parliament of India in February 2026—the JKL chapter ensures women are central to the vision of Viksit Bharat 2047.

FLO & YFLO Chapter Kolkata

For the 2025–2026 term, the FICCI, focuses on the motto "Empowering Through Heritage and Innovation". The chapter's strategy bridges the gap between traditional Bengal heritage and modern professional excellence, aligning with the national goal of Viksit Bharat 2047.



Key Skill Development & Impact Initiatives

- **Digital & Financial Literacy:** The chapter launched specialized workshops to equip members with the skills to navigate modern tax laws, including practical sessions on handling income tax searches and utilizing digital business tools.
- **Heritage & Craft Empowerment:** The flagship "Saree Symphony" held in December 2025 promoted Bengal's textile heritage and provided a platform to skill and support local weavers.
- **Industrial Insight:** Through factory and industrial visits, such as the Elmac Foods factory tour, members gain hands-on insights into manufacturing, logistics, and supply chain management.
- **Psychological Resilience:** Professional confidence is built through mental wellness sessions like the "I Am Enough" workshop and exclusive interactions with Gaur Gopal Das on overcoming limiting beliefs.
- **YFLO Initiatives:** The young wing (YFLO), led by Anisha Juneja, focuses on experiential learning with programs like "Pathway to Ivy Leagues" to prepare the next generation of entrepreneurs.

Strategic Impact

The chapter emphasizes community impact through curated retreats and high-end networking events like "Style Rendezvous," which support women-led brands in the retail sector. By combining psychological wellness with technical and industrial skilling, FLO Kolkata creates a holistic ecosystem for women leaders.

For the 2025–2026 term, YFLO Kolkata, operates under the theme "SHINE." The chapter emphasizes a "collective constellation" approach, focusing on high-end financial literacy, digital integration, and bridging the gap between traditional artisans and luxury markets.

Core Skill Development & Livelihood Projects

- Professional Financial Training:** Leveraging the Chairperson's background in finance, the chapter provides advanced workshops on Equity Trading, Mutual Funds, and Portfolio Management, moving members from basic saving to active wealth creation.
- The FLO-YFLO Bazaar:** This flagship exhibition features over 105 exhibitors and serves as a business incubator. It specifically skills and promotes NGOs and artisans from Shantiniketan and Kolkata's slums, helping them market handcrafted items to a wider audience.
- Rural Outreach & Artisan Support:** A strategic focus on helping local Kantha embroidery artisans transition to urban luxury markets by teaching them modern design aesthetics and digital marketing skills.
- Digital & AI Integration:** Workshops on AI-powered productivity help young entrepreneurs optimize business operations and branding.



Strategic Clubs & Social Impact

The chapter operates through specialized clubs to deliver niche training:

- VITALher:** Combines health education (PCOS, nutrition) with professional soft-skill training for young girls to enhance their future employability.
- Culinary & Arts:** The "Culinary Art in Motion" workshops teach food styling and commercial management, while Interior Design masterclasses provide creative industry insights.

Impact

By focusing on "Financial Inclusion" for educators and mentorship for scaling small-scale manufacturing units, YFLO Kolkata ensures that its 2025-26 term creates a "future-ready" ecosystem for women across the socio-economic spectrum in Bengal.

FLO Chapter Ludhiana

For the 2025–2026 term, the FICCI FLO, is focused on "Uplifting Women Entrepreneurs" within Punjab's industrial hub. The chapter's strategy emphasizes an inclusive ecosystem of innovation and strategic collaboration aligned with the national vision of Viksit Bharat 2047.



Key Skill Development & Impact Initiatives

- **Digital & AI Skilling:** The chapter implements workshops on modern digital marketing and AI tools, such as Canva for business, to ensure local entrepreneurs remain globally competitive.
- **"Skill & Sell" at HOL:** A unique marketplace initiative launched in September 2025 that allows members to display artisanal products while honing practical sales and marketing skills.
- **Entrepreneurial Support:** Through the FLO Startup Cell and MSME Assist Cell, the chapter provides critical guidance on government schemes, financial literacy, and legal rights.
- **Professional Branding:** Events like "Table Tales: Styling Met Storytelling" help members build personal narratives and professional lifestyle aesthetics.
- **Health as Empowerment:** A massive social impact project providing 5,000 free cancer screenings and the Project Roshani eye-care camp ensure that health remains a foundational priority for the workforce.



Strategic Reach

The chapter leverages high-engagement networking exhibitions like Tres Mehr to foster B2B connections and explore new business models. By bridging the gap between industry and academia, FLO Ludhiana empowers its members to realize their fullest professional potential.

FLO Chapter Siliguri

For the 2025–2026 term, the FICCI FLO Siliguri Chapter has prioritized rural outreach and personal empowerment under the vision of "Creating Opportunities for Women in the East". As a dynamic chapter in the Northeast, its strategy focuses on fostering leadership at the grassroots level through a blend of traditional craft revival and modern professional training.



Key Skill Development & Impact Initiatives

- **Rural Skilling & Livelihood:** The chapter conducts direct training programs for rural women to create sustainable income streams, such as the Candle Making Workshop held in July 2025, which taught artisanal techniques for home-based business opportunities.
- **Digital & Financial Literacy:** Specialized workshops are designed to help women entrepreneurs transition into the digital economy and manage their wealth independently.
- **Leadership & Courage:** Through the "Veerta Ki Goonj" session featuring Kargil War Veteran Yashika Tyagi, the chapter focuses on breaking gender barriers in traditionally male-dominated fields.
- **Preventative Health:** Impact is driven through grassroots health camps, such as the January 2026 initiative that provided eye check-ups and distributed sanitary pads to promote menstrual hygiene in underprivileged areas.
- **Entrepreneurial Support:** The chapter's MSME Assist Cell and Startup Cell provide critical access to government schemes, funding, and mentorship for women-led businesses in the surrounding tea garden regions.



Strategic Reach

Representatives from the Siliguri chapter participated in a National Parliamentary Delegation in February 2026 to witness the Budget Session, ensuring that the needs of local North Bengal entrepreneurs are connected to national policy discussions.



The Power to Empower

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