

FORWARD. TOGETHER. ALWAYS.

EIGHT ENGINES OF PROGRESS, DRIVING ONE MOVEMENT FORWARD.





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Foreword

In the Indian society where the story of the 'woman' is getting rewritten in some economic or social form every day, it is nothing short of an honour to serve FICCI FLO. Much like other enterprises on the horizon, ours also finds itself comfortably sat on resilience, determination, risks overcome, and shackles torn. And that is one force that refuses to be deferred and stands in complete collaboration with this social awakening that places its architecture in the hands of women.

What becomes essential here is the environment, which is both nurturing and enabling. Catering to this is the national vision of our respected Prime Minister, where policies like Viksit Bharat, and Atmanirbhar Bharat come into play, the essence of which lies in uplifting our women. In addition to this, the rolling out of programmes like Stand-Up India, PM Mudra Yojana, financial inclusion drives, skill development missions, and a sustained focus on doing business have given women not only a very fluid and confident access to capital, technology and other enterprises but it also acts as a medium for dignity, and independence. This very idea is where FLO aligns in all its capacity to grow leadership, concretise networks, and formulate ecosystems for women that take them beyond what they know and create meaningful change for their community, and the world as a whole.

This coffee table book stands in praise of those extraordinary spirits and to every woman who envisioned a world far from the narrow confines of society. Their stories will continue to remind us that when women rise with purpose, they are truly unstoppable.

Poonam Sharma

President of FICCI FLO

PROLOGUE

WHEN

VISION



BECAME VELOCITY

In the grand amphitheatre of India's economic renaissance, one movement rose above the rest – deliberate, dynamic, and defiantly inclusive. The year 2025–26 was not merely a term.

It was a turning point.

Under the poised and purposeful leadership of **Poonam Sharma**, the distinguished platform of **FICCI FLO** transformed from an institution of influence into an orchestra of impact – where every woman entrepreneur became both composer, and crescendo.

This coffee table chronicle captures that symphony.



ABOUT

FICCI FLO

The FICCI Ladies Organisation (FLO) is one of India's most influential forums for women, established in 1983 and spanning over four decades of sustained work in women's economic empowerment. With 20 chapters across the country, and a growing network of tens of thousands of members, FLO has consistently focused on enabling women's participation in the economy through skill development, entrepreneurship, policy advocacy, and leadership building.

At its core, FLO works across multiple sectors to advance women's access to opportunities, ranging from MSMEs, and startups to STEM, crafts, services, and corporate leadership. Its initiatives are designed to provide structured support systems, including capacity-building programmes, mentorship networks, industry collaborations and policy engagement platforms that strengthen women's roles as entrepreneurs, professionals and decision-makers.

FLO's interventions extend from grassroots communities to corporate and institutional spaces, widening access beyond traditional boundaries. Through hundreds of events annually, national-level programmes, and targeted initiatives in skilling, and enterprise development, FLO has impacted thousands of women across urban, and semi-urban India, helping them transition from participation to leadership in economic ecosystems.

Driven by its leadership, and chapter ecosystem, FLO today functions at the intersection of economic growth, and gender inclusion, contributing to national priorities such as entrepreneurship development, workforce participation, and women-led innovation. It continues to evolve as a movement that positions women not just as beneficiaries of change but as active drivers of economic, and social transformation.



Leadership at the Helm

Driving FICCI FLO's Mission of Empowerment, and Inclusive Growth

Poonam Sharma, President of FICCI FLO, was raised in an army family, an environment defined by discipline, and a deep sense of collective responsibility. Growing up in such surroundings instilled in her the belief that service to others is a way of life.

Her early years exposed her to diverse cultures and communities, shaping a worldview rooted in empathy and understanding. These experiences helped her appreciate the varied ways in which people live, think and aspire.

A wellness entrepreneur by profession, Poonam Sharma draws upon India's rich traditions of Ayurveda and natural healthcare to address modern challenges. She believes that timeless wisdom can be thoughtfully reinterpreted for modern times, without losing the essence that makes it meaningful and effective.

Her journey reflects strong purpose, and dedication, with initiatives driving meaningful social impact. Through her leadership at FICCI FLO, Poonam Sharma continues to inspire women toward empowerment and inclusivity.

“

My vision is a world where no woman is left behind.

Poonam Sharma
President of FICCI FLO

”



Core Beliefs

At the heart of her leadership are principles and ideologies that she strives to practise consistently.

The image displays nine core beliefs in a grid layout, each represented by a colored box with a white icon and text:

- Handling Privilege with Responsibility**: A white icon of a hand holding a book on a purple background.
- Empowering with Economic Independence**: A white icon of a dove on an orange background.
- Building Resilience Through Selfless Service**: A white icon of a lit diya on a yellow background.
- Holding Tradition and Modernity Together**: A white icon of a lotus flower on a pink background.
- Seeking Partnerships That Amplify Impact**: A white icon of two hands reaching towards each other on a red background.
- Aiming For Change that Endures For Longer**: A white icon of a hand holding a sand hourglass on a purple background.
- Encouraging Collective Leadership**: A white icon of two hands holding three stylized human figures on an orange background.
- Nurturing Rural Potential Alongside Urban**: A white icon of a hand holding a small plant on a pink background.

The pages that follow reflect how these beliefs translate into concrete initiatives, where conviction turns into action and vision takes the shape of a living legacy .

04

Inclusive Development

The Pillar India Cannot Afford to Ignore

48% A nation can do a lot
with this number

This is the percentage of women in India. They make nearly half the population. And, yet when you look at who's actually participating in the formal economy, the picture tells a different story.

Despite recent progress, only about 37% of Indian women are in the labour force. In a country that has set its sights on becoming a developed nation or Viksit Bharat by 2047, that gap is huge in realising its potential.

FICCI FLO is powering that change.





04

Skilling

FLO's Skilling Initiative is built on a simple premise, a woman with marketable skills is not just a beneficiary, she is an economic actor. The programme focuses on sectors where income generation is real, and accessible; handloom, handicrafts, textile production, tailoring, beauty services, food processing, and micro-enterprise management. Practical livelihoods that strengthen a household's income.

Beyond structured skilling, FLO's inclusive development approach also integrates digital access, and narrative inclusion. Initiatives like Project DOSTI have extended digital learning access to underserved communities, impacting over 100,000 lives, ensuring that access to technology is not restricted by geography or socio-economic barriers.

Through structured training programmes, collaborations for certification, and placement, and support for micro-businesses, FLO is creating scalable models that work across both rural, and urban contexts. In the past quarter alone, this translated into over 52 events conducted, 2,360 artisans impacted, 3,800 members engaged, and a total outreach of over 34,000 individuals, reflecting both scale and intent.



MSMEs

A range of barriers continue to hinder women from running their own micro, small, and medium enterprises: limited access to credit, constrained professional networks, unfamiliarity with regulatory frameworks, and the absence of clear market pathways.

The FLO MSME Initiative addresses these challenges methodically. Through the MSME Assist Cell, Start-up Support Cell, Shadi Shakti Programme, and several other interventions, women gain access to experienced mentors, relevant government schemes that often remain underutilized, and networks where introductions evolve into meaningful opportunities. The Start-Up Cell Initiative, through programmes like She Invests and Incubators Unplugged, further enables women to move beyond entrepreneurship into investment and capital allocation, equipping them with the tools to evaluate and fund startups.

At the same time, the MSME Assist Cell (impacting over 270+ beneficiaries) plays a vital role in connecting women entrepreneurs to government schemes, reimbursements, and policy frameworks, ensuring businesses are supported not just at inception but throughout their growth journey.

W.I.N.G.S. – A transformative skilling initiative in the Wedding Industry has driven impact through 100+ sessions across chapters, empowering thousands of women nationwide. Through sessions like “How to Sell to Wedding Planners” and “Story Creation & Hamper Setting,” it has enabled women to turn traditional skills into viable income streams, linking creativity with commerce.

Platforms like FLO × FEAST (featuring 100+ brands, and 1,000+ visitors) have provided real market exposure, enabling women entrepreneurs to engage with consumers, understand premium segments, and scale their offerings. In parallel, job fairs and skilling programmes have created direct employment pathways, with hundreds of candidates participating and securing opportunities.

Strategic engagements have further strengthened this ecosystem. FICCI FLO’s interaction with Ms. Sally Taylor at the British High Commission advanced global partnerships supporting women-led enterprises, fostering dialogue between UK, and India stakeholders in fintech and SMEs. Similarly, during the Interstate Meet 2025, an interaction with the Hon’ble Chief Minister of Uttar Pradesh, Shri Yogi Adityanath, brought together over 500 women entrepreneurs from 21 chapters, enabling direct dialogue on government schemes, workforce participation, and industrial growth. These efforts connect grassroots entrepreneurs with policymaking frameworks, reinforcing FLO’s role in translating policy into practice.

Factory visits, legal compliance workshops, and MSME Day recognitions continue to convert access into action –where one woman’s success becomes another’s inspiration. With **14 events**, and over **4,300 women reached**, this momentum is steadily building.

Collectively, these initiatives embody **Saksham, Swabhiman, and Sahayta**, where women are not just earning, but building, scaling, and leading economic ecosystems.

FLO KAVACH

FLO KAVACH brings together Protection, Progress, and Power to create a support ecosystem that helps women pursue opportunities with confidence. It provides expert guidance on legal rights, workplace protection, cyber awareness, financial decision-making, and mental well-being.

The initiative focuses on legal awareness and support, with FLO chapters conducting legal literacy sessions on workplace laws, business regulations, and rights under frameworks like the POSH Act. Chapter-level Kavach Core Committees and confidential legal help desks ensure timely legal advice for members. Alongside legal protection, Health KAVACH promotes preventive healthcare through medical camps, disease screenings, and mental health awareness initiatives.

Expanding beyond legal and health frameworks, FLO KAVACH also integrates cyber awareness, and digital safety, addressing the growing risks of participation in an increasingly digital economy. Through expert-led sessions and real-world case discussions, women are equipped not only with knowledge of their rights, but also with the confidence to act on them.

This makes KAVACH not just a protection mechanism, but an enabler of Suraksha, and Swabhiman in everyday life.



Legal Awareness Initiatives

POSH awareness sessions & legal literacy programmes



Institutional Partnerships

Collaborations with healthcare institutions, government bodies, and social organizations

Community Health Impact

1,000+ women reached through initiatives



Confidential Legal Support

Dedicated legal helpdesks & providing expert guidance

Mammography Initiative:

1,000 free screenings planned & sponsorship support of ₹50 lakh



Disability Inclusion and the Green Economy

Inclusive development that stops at gender isn't inclusive. FLO's disability inclusion work pushes for accessible workplaces, assistive technology adoption, and corporate accountability. Advocacy that has value precisely because it is uncomfortable to ignore.

Storytelling platforms like Femme Trivia, have redefined inclusion by bringing visibility to unheard journeys. Stories such as that of India's first transgender PhD scholar becoming an Assistant Professor, or grassroots educators building informal classrooms in their homes, have transformed perception into participation ensuring inclusion is not just infrastructural but social and psychological.


On sustainability: India's transition to a green economy is projected to generate millions of new jobs in renewable energy, sustainable manufacturing, environmental services, and similar domains.

The question of whether women will be represented in those jobs is being answered right now, through programmes that build ESG awareness, promote circular economy practices, and position women entrepreneurs at the front edge of this transition and revolution.

The Cumulative Effect

None of these initiatives operates in isolation. They are, collectively, an answer to a single question: what does it actually take to bring women fully into India's economic and civic life? It takes skills that generate income. Enterprises that have room to grow. Platforms where young women meet decision-makers. Protection systems that make participation feel safe. Advocacy that refuses to leave disability or sustainability to someone else's agenda.

These collective efforts reflect **Shiksha, Sahayta, and Sarvodaya**, ensuring that access to knowledge, opportunity, and dignity becomes the cornerstone of truly inclusive and equitable growth.



Women belong
where decisions



in all places
are being made.

Ruth Bader Ginsberg



MoUs

Chapters



Events

Total Impact (Women)

16+



18+

15+

56000+

05

Economic Empowerment

The Foundation to Build Confidence

True economic empowerment always starts with something basic, and foundational. For women, it begins with an understanding of the value of their earnings, the power of their savings, how to build the confidence to make financial decisions, and leverage the connections that ultimately lead to a successful future.

At FICCI FLO, we believe that financial literacy equates not just to numbers but to confidence, once it is acquired.

Across chapters, initiatives focused on financial awareness, and economic empowerment have sought to equip women, from young girls in rural communities to professionals with the knowledge required to participate purposely in the financial economy.





05

Women in Business

The **Women in Business initiative** focuses on creating a supportive environment where women entrepreneurs can launch, grow, and scale their businesses.

The initiative addresses several structural challenges faced by women entrepreneurs, including limited access to mentorship, professional networks, and funding opportunities.

Through workshops, networking forums, and industry partnerships, FLO enables women to gain the knowledge and resources required to build successful enterprises.

One such initiative is the AWE (Accelerating Women Entrepreneurs) conducted in Bengaluru, aiding women in meeting world-class business coaches, and leadership mentors and mastering essential skills to take their businesses to the next level.

Platforms like FLO x FEAST provided direct market access to women-led brands, enabling them to showcase products, engage with consumers, and scale within premium market segments.

Furthermore, FLO's high-level engagement with a delegation from Uzbekistan, including a roundtable dialogue, MoU signing, and industry visit, underscores its growing role in fostering international collaboration for women-led enterprises. The engagement facilitated exchange of best practices in trade, entrepreneurship, and capacity building, while also opening avenues for cross-border partnerships.

The delegation's visit to Indian enterprises enabled insights into design, production, and distribution ecosystems, strengthening bilateral understanding and positioning FLO as a catalyst for global business linkages.

Initiatives at the Grassroots

True transformation begins when opportunity penetrates every layer.

Through drives such as the Career Exposure Workshop in Ahmedabad, FLO partnered with the International Centre for Entrepreneurship, and Career Development (ICECD) to introduce 100 rural adolescent girls to pathways of education & financial independence.

Complementing this, initiatives like the Rural Livelihood & Entrepreneurship Initiative have enabled women in smaller towns, and villages to build sustainable income streams through skill-based training, and enterprise support.

In many cases, these interventions mark the first point of economic participation, where women transition from unpaid labour to income-generating contributors within their households, and communities. For many of these young women, it was the first time they were encouraged to imagine a future beyond traditional household expectations. For aspiration rarely begins without exposure.

Through initiatives like these, FICCI FLO turns possibility into participation. And in doing so, it ensures that aspiration does not remain a privilege, but becomes a pathway.

Women Building Wealth

Equally important is the financial literacy for women already participating in the workforce or entrepreneurship. Across multiple chapters, FLO initiatives have focused on helping women understand savings, investments and long-term financial planning.

In Jammu, Kashmir, and Ladakh, the session “Women & Wealth: A Simple Dialogue to Confident Investing” explored how even modest inflation can quietly erode both expenses and savings, an insight that transforms how women think about money management.

In Hyderabad, the programme “Money Matters, Mindset Matters More”, conducted with financial educator CA Rachana Ranade, engaged 120 participants in conversations around financial behaviour and wealth creation. Similarly, chapters in Northeast India and Kolkata hosted investment awareness sessions garnered participation from 59 women,

encouraging them to do their financial planning with confidence. These initiatives underline a profound idea that as much as financial independence is about earning money, it is also about understanding, and growing what one earns.

In addition to this, FLO’s collaboration with the National Institute of Securities Markets (NISM) marked a significant step toward strengthening financial inclusion through structured knowledge systems. As part of the Digital Skilling Initiative, this MoU enabled women across diverse socio-economic backgrounds to access multilingual e-learning modules, and expert-led sessions on securities markets, mutual funds, personal finance, and regulated investment avenues.



Rachna Ranade
Finance Educator | Entrepreneur

By combining NISM's institutional expertise with FLO's extensive grassroots network, the initiative bridges critical knowledge gaps, and empowers women to move from financial participation to informed decision-making, and wealth creation.

Across other chapters, the impact has been equally meaningful.

In Kanpur, financial awareness programs like "Money Manifestation", and "Dream It, Bank It" reached over 260 participants, encouraging women to manifest an actionable financial plan.

In Bengaluru, eight events on financial empowerment had a direct impact on 1,396 participants, and an indirect impact on 5,584 more, proving how knowledge spreads far beyond when it truly benefits the listener.

Meanwhile, the Coimbatore chapter engaged 2,173 participants through

financial awareness programmes & partnerships, strengthening the ecosystem for women entrepreneurs, and professionals.

In Jaipur, financial literacy initiatives even helped some participants earn independently for the first time, reinforcing the profound connection between knowledge and opportunity.

From Awareness to Action

Beyond workshops and sessions, these initiatives have also had significant impact. Programs like **Pink Legal, Financial Rights & Money Stories in Indore** combined financial education with awareness of legal rights, helping women understand both their economic and legal agency. Conversations around legal rights and, smart financial behaviour, create a deeper shift. They empower women in shaping their financial future with confidence.





The most
effective way
to do it is
TO DO IT.

Amelia Earhart

Infrastructure Support for Women Entrepreneurs

Beyond mentorship and networks, sustainable economic growth also requires institutional infrastructure that supports entrepreneurship.

One such initiative is the development of FLO Industrial Parks for women entrepreneurs, in 30-acre of land, which aims to create dedicated spaces where women-led enterprises can operate, collaborate, and grow. These industrial hubs are designed to provide access to infrastructure, shared resources and industry networks, enabling women entrepreneurs to scale their businesses more effectively.

This vision of infrastructure is also reflected in FLO's broader ecosystem - building efforts, where digital platforms, startup networks, and policy linkages work alongside physical infrastructure to create a holistic environment for women-led enterprise growth.

In addition to physical infrastructure, FLO also promotes leadership development programmes such as the Women Director Program, which encourages greater representation of women in corporate leadership, and governance roles. The FLO-IOD Women Independent Directors Certification Course, conducted with the Institute of Directors, trained 27 women leaders in corporate governance, ESG responsibilities, and boardroom practices through immersive simulations, enhancing their board readiness with a prestigious certification.

Complementing this, the "Compliance is Confidence" session led by Mr. Pramod Jain engaged 62 participants, focusing on how strong compliance frameworks build credibility, enable sustainable growth, and help businesses align with regulatory standards, positioning leaders as trustworthy, and future-ready.



Increasing the number of women in decision-making positions strengthens institutional diversity, and ensures that women's perspectives are represented in business and economic policy.

Building a Stronger Future

When a woman understands finance, business and builds connections, she gains more than knowledge. She gains agency. She gains security. She gains the confidence to build a future on her own terms.

At FLO, this belief continues to guide our efforts ensuring that empowerment is not merely an ideal but something that can be sustainable, tangible and imparts confidence.

For strengthening economic independence of women, FLO also organises employment- focused initiatives such as FLO-led job fairs, creating direct livelihood opportunities by connecting women candidates with recruiters across sectors.

Together, these initiatives advance **Saksham, Swabhiman and Sahayta**, enabling women to build, scale, and lead enterprises with confidence, independence, and long-term economic resilience.





MoUs

Chapters



Events

Total Impact (Women)

6+



10+

23+

10,000+

06

Technological Advancement

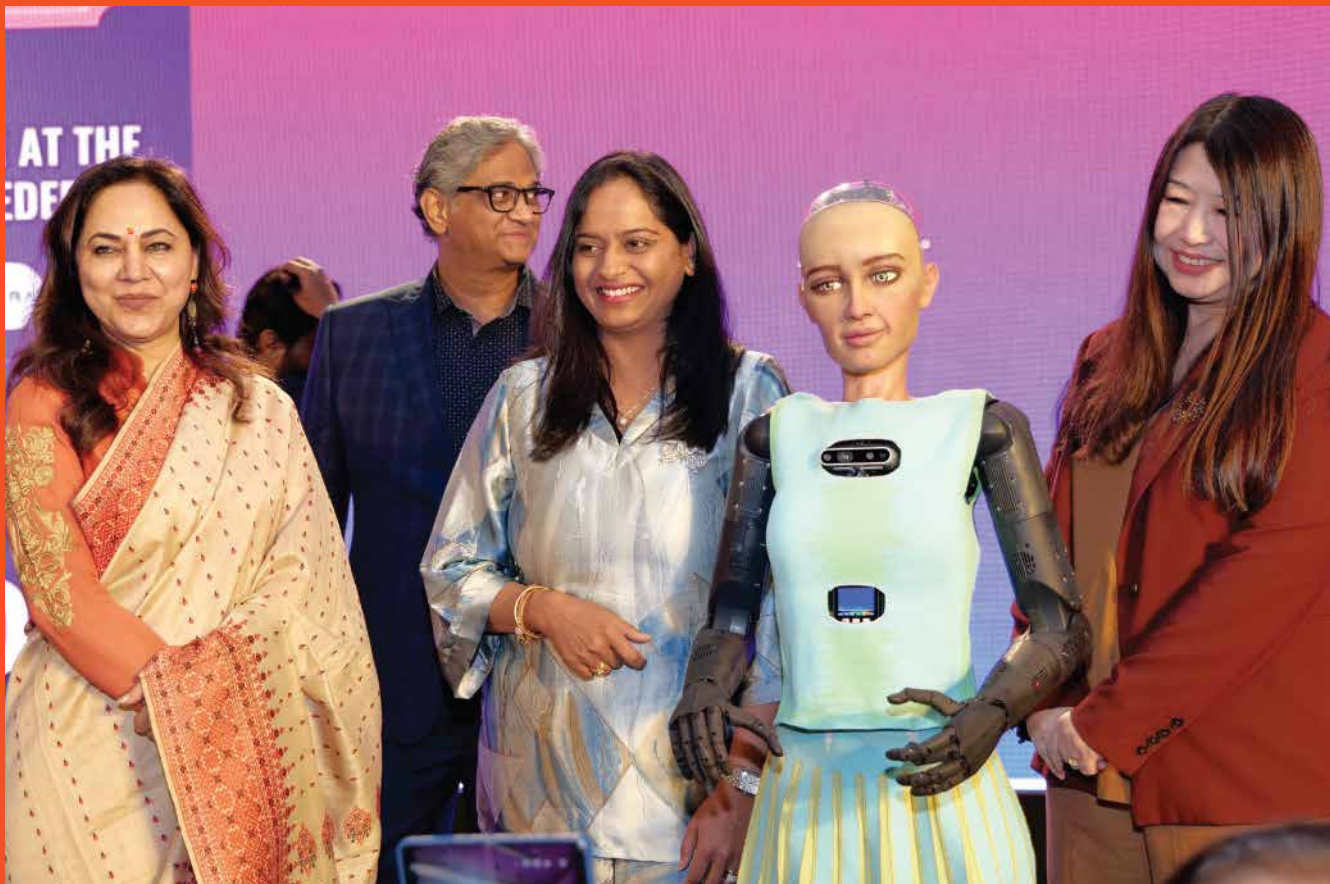
Paving Way for Women to Lead

Technological progress is one of the prominent indicators of a nation's ambition. For India to realise its vision of Viksit Bharat by 2047, that ambition must be two things at once, expansive, and inclusive. It is not enough to build a digital economy at speed if half the population is watching from the outside.

India is already one of the world's fastest-growing digital economies. Yet the gender gap in technology remains wide and, at its upper reaches, stark. Women constitute only around 35% of India's tech workforce and that representation thins, considerably in leadership roles, deep-tech research, and the founding rooms of startups. For women in semi-urban, and rural areas, the gap is wider still, access to digital skills, tools and technology-enabled entrepreneurship remains uneven in ways that compound over time.

FICCI FLO's work under the Technological Advancements pillar is built on this understanding.





06

FLO Digital Skilling Initiative

Digital literacy is no longer a secondary skill. It is the foundation for participation in the modern economy. The FLO Digital Skilling Initiative 2025–26 aims to bridge the digital divide by equipping 50,000 women across India, 25,000 urban, and 25,000 rural, with future-ready capabilities that translate directly into employment and enterprise.

The programme covers digital literacy and productivity tools, artificial intelligence and AI-powered applications, e-commerce platforms including ONDC, Shopify and Meesho, digital marketing, and WhatsApp Business tools for small enterprise growth. Partnerships with MEITY, NSDC, NASSCOM, and global certification platforms including Google, Microsoft, AWS and Coursera give participants access to industry-recognised credentials – not simply training, but credentials that open doors.

The FLO Digital Skilling Initiative, with a total impact of 2,455, equips members with the tools and confidence to leverage digital content, and online engagement effectively. Key sessions included “Design Smarter with Canva AI,” led by Aditi Jhunjunwala, which introduced participants to AI-powered design tools like Magic Write, Magic Design, and Text-to-Image through hands-on

learning, and “Your Unfiltered Story” with Sarah Sham, which focused on building an authentic digital persona, sharing practical strategies and takeaways to help members create a strong, and relatable online presence.

Initiatives like Project DOSTI impacted over 100,000 lives, directly enabling children with access to digital learning tools, while the Rural Livelihood & Entrepreneurship Initiative, and grassroots skilling programmes created pathways for women in underserved regions to participate in economic, and educational ecosystems.

India's digital economy is projected to reach \$1 trillion by 2030, generating millions of technology-driven jobs. The question is not whether those jobs will exist. It is whether women will be positioned to fill them. FICCI FLO with its initiatives aims to solve this.



STEM Leadership Cell

If leadership defines the present, innovation defines the future, yet women remain underrepresented in the very fields shaping it, not for lack of capability but often due to limited exposure, encouragement, and timely support. FLO chapters across India have conducted workshops, and sessions reaching thousands, collaborating with schools, universities including, IIT Guwahati, and industry leaders to introduce young women to opportunities in science and technology.

The WISE (Women in STEM Entrepreneurship) programme marks a pioneering step in nurturing women-led ventures across science, technology, engineering, and mathematics. Conducted in collaboration with the WEneurs Forum, it combines FLO's national network with structured entrepreneurial mentorship to support innovation-driven enterprises, while addressing gender gaps through access to networks, funding pathways, and expert guidance.

The FLO Women in STEM and Tech Initiative, with a total impact of 4,500, has worked to bridge the gender gap by fostering curiosity, innovation, and digital literacy through hands-on, expert-led learning. Across chapters, initiatives such as Ahmedabad's Robotics STEM Lab and interactive science sessions made complex ideas more engaging, while Amritsar's "STEM-Verse," in collaboration with The Doon School, reached 550 underprivileged students across 22 districts. Kanpur's multidisciplinary Skillathon expanded exposure to AI, design, entrepreneurship, and financial literacy, and Pune's

Robotics STEM Lab nurtured problem-solving and innovation among rural students.

Flagship engagements such as Mission I'm Possible with ISRO scientist Nandini Harinath and sessions like Decoding Crime with India's first woman forensic expert have transformed STEM from an abstract concept into a tangible career pathway.

The STEM Shine Series, featuring leaders like Sangeetha RT of Mahindra's Thar ROXX, serves as a powerful platform to spotlight real-world journeys of women breaking barriers in traditionally male-dominated industries. By sharing stories of resilience, innovation, and leadership, the series inspires women to pursue and persist in STEM careers. It transforms aspiration into action, reinforcing the idea that representation, and visibility are critical drivers of participation in emerging sectors.

Together, these initiatives not only inspire participation but also foster aspiration, confidence, and a strong sense of identity within STEM fields.

These programmes extend deliberately into Tier 2 and Tier 3 cities because geography should never restrict proliferation of progressive policies.



Total impact (16 chapters)

14,566

Sessions

21

Fund raised

₹ 20.2L

STEM Labs

4

FLO's STEM Leadership Cell structures this progression across four stages:

STEM Spark focuses on early awareness. Workshops and interactive sessions with industry experts designed to decode technology careers and inspire young women.

STEM Rise deepens that foundation through mentorship, pairing women professionals with guides from academia, industry, and research to help them navigate the specific challenges that they face.

STEM Shine brings recognition into the picture, celebrating successful women scientists, engineers, and innovators to create the visible role models that the next generation learns from.

STEM Parity moves the work upstream, into policy. Collaborating with technology companies, government agencies and educational institutions to address the structural conditions that shape women's participation in STEM long before individual ambition comes into play.



Technology is a way of expressing the future. If we don't have those (women) voices that come from different perspectives, then we're missing the future.

– Susan Wojcicki

Seed to Scale

Ideas more often than not fail for lack of infrastructure, access to capital, mentorship, and networks that others inherit without knowing it. For women entrepreneurs, these structural gaps are not incidental. They are societal.

The Seed to Scale initiative addresses this directly by building a comprehensive ecosystem that supports women-led startups from early concept to market-ready ventures with particular focus on technology-enabled sectors.

Entrepreneurs receive mentorship on product development, digital branding, SEO, and scaling strategy. They are trained to leverage platforms including ONDC, Amazon, Flipkart, and social commerce channels to access markets that would otherwise remain out of reach.

Through partnerships with angel investors and venture capital networks, the programme also creates pathways to early-stage funding, removing a barrier that, for women-led startups, has historically been one of the most stubborn.

Virtual incubation models extend this support beyond urban centres, ensuring that technology-enabled entrepreneurship is not a privilege confined to metropolitan zip codes.

Only a small percentage of Indian startups are currently women-led. That number is a gap but it is also an opportunity and one that Seed to Scale is working, chapter by chapter, to close.

Technology has closed the distance. A woman running a business in a small town now has access, in principle, to customers across the country, and around the world. But access in principle is not the same as access in practice and the gap between the two is often a skills gap.

FLO's Marketing, Branding and Market Expansion initiative equips women entrepreneurs with the practical capabilities to close that gap, training in digital branding and online marketing, mentorship on e-commerce growth, workshops on personal positioning, and partnerships with digital marketplaces that connect participants to real commercial opportunities. The programme also facilitates B2B collaborations and international trade pathways, giving women-led businesses the tools to grow beyond local markets.

A closing note

There is a famous phrase, "Choose your hard." For a nation, it carries particular weight. Building a world-class technology sector is hard. Excluding half your population from it is harder and costlier. When women are absent from the digital and technological revolution, India does not simply lose talent. It loses diversity of thought, breadth of innovation, and the full return on its own potential.

Through these interventions, FLO reinforces **Shiksha, Saksham, and Suraksha**, equipping women to confidently navigate, participate in, and lead within an increasingly digital and technology-driven world.



MoUs

Chapters



Events

Total Impact (Women)

55+



20+

140+

53,000+

07

Sustainable Development

From Words to Measurable Impact

Sustainability remains a mere word unless it is implemented.

Over a short span of time, across multiple FLO chapters, that intent translated into tangible action; large-scale plantation drives, responsible e-waste collection, recycling efforts, and livelihood training for women through craft-based programmes. Sustainability initiatives were carried out across the country, reaching thousands of individuals and communities. All of it within a matter of months.

That is the foundation this chapter is built on.





07

The Waste Problem

India is digitising faster than ever before. What that also means and what rarely makes it into the same conversation is that India is generating electronic waste at a pace its disposal infrastructure isn't built for.

FLO chapters in Kanpur, Pune, Kolkata, and YFLO Delhi decided not to wait. Together, they collected and recycled approximately 6,500 kilograms of e-waste. That's computers, phones and cables devices that would otherwise leach toxins into soil and groundwater.



Livelihoods That Don't Cost the Earth

Here's a tension that experts have wrestled with for long. How do you create economic development for people who are also dependent on natural resources, without the economic opportunity destroying those resources?

Here's how FLO answers it.

Across chapters, roughly 2,550 women have been trained or supported through craft programmes, livelihood initiatives, and sustainability-linked activities.

The emphasis is on production practices that are economically viable, and environmentally conscious.

Five villages and community clusters across Jaipur, Siliguri, Amritsar, Chennai, and Ahmedabad have been adopted or engaged through programmes that fold skill development, environmental awareness and social inclusion into a single intervention. There is a co-existence and co-dependence among these three.

Programmes such as mushroom cultivation and eco-product entrepreneurship further demonstrate how sustainability, and income generation can coexist, creating models

where economic growth does not come at the cost of environmental degradation.

The Sustainability, and Inclusivity initiative, with a total impact of 360, aimed to promote sustainable practices through a women-led approach under Project SHE (Sustain Her Earth), encouraging change from individual action to collective community impact. Across chapters, Ahmedabad conducted hands-on workshops on microgreens, and fermented drinks, fostering low-waste, health-conscious habits, while Pune led a large-scale plastic recycling drive, collecting 22,000 bottles and upcycling them into eco-friendly T-shirts, blending environmental action with women's empowerment.

Further efforts saw Kanpur organize an Earth Day plantation drive with 200 saplings, and support women-led eco-friendly enterprises through Project Nandini. Lucknow advanced sustainability through a commitment to plant 6,000 saplings, eco-awareness workshops, and the creation of green checkpoints, alongside the 'Vedic Van' initiative promoting ecological balance through plantation of medicinal plants. In Ahmedabad, "Birthday Gifting with Purpose" supported 300 ragpicker families with ration kits packed in upcycled bags, turning everyday celebrations into meaningful, sustainable contributions.

75 Programmes. 25,000 People. Three Months.

Between August and October 2025 alone, FLO chapters ran 75 programmes focused on sustainability and inclusivity, reaching more than 25,000 beneficiaries directly or indirectly.

Partners in this work included Western Railways, GOONJ, Hulladek, Temple Trusts, CITTA Foundation, and a network of NGOs, and civic bodies that brought credibility and reach.

That figure – 25,000 people in 90 days – deserves a moment. It happened because 18 chapters, operating in their own cities, with their own partners and their own communities, each chose to move.

International Collaboration and Sustainability

Leading a 34-member delegation to Bhutan, Poonam Sharma reinforced FLO's commitment to sustainability, and regional cooperation, meeting with Bhutan's King to discuss the Gelephu Mindfulness City project, and exploring cross-border collaborations in green innovation, women-led entrepreneurship, and capacity building.



What Comes Next

The honest limitation of chapter-level initiatives is replication. A model that works brilliantly in Siliguri doesn't automatically work in Pune. Learnings stay local unless someone builds a system to move them.

FLO is building that system.

The plans for a centralised sustainability impact tracking mechanism, so that what gets measured, actually gets improved, is underway. A national campaign called "One FLO, One Forest" is in development.



A National Skill, and Artisan Bank would create a permanent infrastructure for sustainable craft, and livelihood initiatives, rather than leaving individual artisans exposed to the volatility of unorganised markets.

Perhaps most practically, a Sustainable Product Catalogue that puts artisan-made goods in front of buyers who are actively looking for them.

Cross-learning forums, and national sustainability conclaves are also proposed which, if done well, could turn FLO's chapters from parallel actors into a genuine learning network. Local innovations becoming national models - that's not a small ambition.

On the Larger Point

Sustainable development is one of those phrases that has been used so often it risks losing its edges. It can mean almost anything, which sometimes means it means nothing.

These efforts embody Swasthya, Suniti, and Sarvodaya, where environmental responsibility, policy alignment, and community-led action come together to shape sustainable and inclusive futures.

What FLO's work in this space demonstrates is a more grounded definition. Sustainability is what happens when the same initiative that protects the environment also generates income, also builds skill, and also connects a woman in a village to a market she couldn't reach before.



Sustainable development means combining economic development, social inclusion, and environmental sustainability.

Jeffrey Sachs





MoUs

Chapters



Events

Total Impact (Women)

10+



18+

75+

25,000+

08

Social Progress

Advancing Equity, Well-being, and Opportunity

There is a quiet contradiction in our time. Women enter universities, offices, and boardrooms in greater numbers than ever before. Yet, as influence, and power increase, their presence begins to thin. The summit remains sparse.

This is not just a social observation; it is a compounding problem. Real progress works like compound interest, every opportunity reinvested creates more opportunity. Every educated woman becomes a multiplier. Every mentored professional goes on to mentor others. Every woman in leadership opens doors for those behind her.

Yet while women's workforce participation in India is growing, only a small fraction reach senior leadership roles. The pipeline is filling; the summit is not.

For over 40 years, FICCI FLO has worked to repair that mechanism, building a national network of **14,000+ women entrepreneurs, and professionals** who mentor, collaborate, and lead, each connection strengthening the momentum for change.





08

Education and Skill Development

FLO initiatives focus on expanding access to knowledge, skill development, and professional learning opportunities for women, and young girls.

Through workshops, training programmes, and mentoring initiatives, FLO encourages women to build capabilities that enable them to participate actively in professional, and entrepreneurial spaces. These programmes also help women navigate career transitions, develop leadership skills, and gain exposure to emerging opportunities in various sectors.

Health and Well-being

Social progress cannot be achieved without addressing health, and well-being. Women often balance multiple responsibilities within families, workplaces, and communities, making access to healthcare, and wellness awareness particularly important.

FLO initiatives promote preventive healthcare, mental well-being, and health awareness programmes across communities.

Activities such as medical camps, awareness drives, and wellness sessions aim to educate women about health issues that are often overlooked, including lifestyle diseases, mental health, and preventive care.

Leadership and Representation

Leadership is cultivated. But sometimes, one needs an environment that recognises potential, and nurtures confidence.

Through the Women in Leadership initiative, we seek to nurture that capacity, through masterclasses, mentorship programmes, collaborative forums, and leadership summits designed to strengthen both skills, and self-belief. Partnerships with professional development experts bring women together to learn how to lead with clarity, confidence, and credibility.



These platforms allow women to exchange ideas, share journeys, and build networks of support that extend far beyond a single programme. Because when leaders in the making gather, then women's ambitions become collective. They become supportive as well as inspired by others.

FLO's engagement at the Parliamentary Standing Committee, and participation in national forums further ensure that women's voices are represented in policy-making, and governance frameworks.

Our purpose is simple but significant, to help more women step into decision-making roles, and reshape the very narrative of leadership.

Stronger Communities Through Collaboration

Community engagement is another important aspect of social progress. FLO chapters frequently collaborate with local organisations, educational institutions, and social initiatives to support programmes that benefit communities at large.

Participation in international platforms like the IOD London Global Convention strengthen cross-border dialogue, and position FLO within global leadership networks. These collaborations focus on addressing issues such as community welfare, social inclusion, and awareness around important social challenges.



By mobilising networks of professionals, entrepreneurs, and volunteers, FLO initiatives help strengthen community-level support systems, and encourage collective action toward social development.

Cultural initiatives such as the Art Walk – “A Hungarian Indian Family of Artists”, showcasing 137 archival photographs, and 8 original artworks, strengthened cross-cultural dialogue, and positioned FLO at the intersection of heritage, and global exchange.

FLO's engagement with the German Embassy, and the Embassy of the Czech Republic, ahead of its international delegation to Germany, and the Czech Republic, reflects a strategic approach to global readiness, and policy alignment. Focused on exploring business opportunities, understanding international frameworks for women's empowerment, and gaining insights into trade ecosystems, and governance models, these interactions enabled members to deepen their knowledge of European markets. The dialogue also emphasized the Czech business ecosystem, and facilitated discussions around the upcoming Indo-European delegation. By creating direct access to diplomatic, and economic perspectives, this initiative strengthens FLO's global outlook, and reinforces its role as a bridge between women entrepreneurs, and international markets, equipping them with the knowledge, and networks needed to expand beyond domestic boundaries.

Under the Trade Delegations Initiative, FLO's interaction with global diplomatic leader Ms. Lena Bäcker, reflects its growing engagement with international governance, and policy ecosystems. The session brought together FLO leadership, and members to discuss global market access, and cross-border collaboration, drawing on Ms. Bäcker's extensive experience with EU institutions, and global leadership networks.

The dialogue reinforced FLO's commitment to building international alliances that empower women entrepreneurs with global perspectives, policy insights, and access to cross-regional opportunities. Reinforcing the president, Poonam Sharma's belief of **Suniti, Swabhiman, and Sakshamta**.

The Friends of FLO Initiative further strengthens cross-sector collaboration by bringing together leaders from business, diplomacy, and civil society.



A Future Written by Women

At FLO, we see women empowerment as our responsibility.

Every mentorship conversation, every workshop, every collaboration across academia, government, and industry is part of a larger effort, to ensure that the next generation of women along with participating in the economy also becomes tomorrow's leaders so that they can better shape society, and become the voice for their communities.

Because when women rise into leadership, and innovation, the impact extends far beyond individual success. Industries grow wiser. Institutions grow stronger.

And societies move closer to the future they deserve. Because they start utilising the talent that was underutilised for so long.

Collectively, these initiatives strengthen **Swabhiman, Suraksha, and Suniti**, ensuring that women's voices, rights, and leadership remain central to shaping a more just, and progressive society.



The best protection any woman can have is courage.

———— Elizabeth Cady Stanton



MoUs

Chapters



Events

Total Impact (Women)

10+



18+

50+

60000+

09

Mahila Yuva Shakti

Connecting Women with Opportunity

Social progress requires a clear roadmap. For women historically excluded from policy, and leadership spaces, Mahila Yuva Shakti is FICCI FLO's response to that gap. The initiative is built on a simple belief, exposure is the first form of equity. Through policy dialogues, industry interactions, mentorship sessions, and knowledge forums, it enables emerging women leaders to engage with the institutions that shape their professional futures.

Initiatives like the Future Frontiers Conclave, and Platforms like the "Women's Conclave: Power in Partnership" enable dialogue between industry leaders, policymakers, and entrepreneurs, strengthening collaborative leadership ecosystems, bringing together young women with leaders across AI, governance, and entrepreneurship creating direct exposure to emerging opportunities, and future careers.

In addition to this, the launch of FLO's 21st Chapter in Vijayawada represents a strategic expansion of its mission to deepen regional inclusion, and grassroots impact.

Designed as a dynamic platform for entrepreneurship, leadership, and capacity building, the chapter strengthens FLO's presence across emerging economic hubs. The initiative was further reinforced through a meaningful pre-launch intervention, the distribution of bicycle to young schoolgirls, promoting access to education, and mobility. This milestone reflects FLO's commitment to enabling opportunity at both systemic, and individual levels, particularly for young women in smaller cities.

But meaningful participation requires more than professional preparation. Women must first overcome barriers related to health, safety, and access to information. Recognising this, Mahila Yuva Shakti also addresses issues such as menstrual health, an often overlooked factor affecting young women's participation in education, and public life.





09

Rewriting the Future

At the mentorship, and professional development level, the initiative brings together experienced women leaders, and emerging professionals to build the kind of relational capital that formal education rarely provides, the ability to navigate complex organisations, understand policy environments, and develop the confidence to speak in rooms where one's presence is still considered exceptional.

By creating a network of sustained, meaningful connections, Mahila Yuva Shakti works to strengthen a collaborative ecosystem where women do not merely survive professional environments but actively reshape them.

Aligned with FICCI FLO's wider vision under Poonam Sharma, grounded in the eight pillars of **Shiksha, Suniti, Swabhiman, Suraksha, Swasthya, Saksham, Sahayta, and Sarvodaya**, Mahila Yuva Shakti sits at the intersection of education, safety, health, and capability-building. It is not a standalone programme. It is an expression of the belief that preparing women for leadership means addressing the full range of conditions that either enable or obstruct their growth.

Through Mahila Yuva Shakti, FICCI FLO is not simply building a pipeline of future leaders. It is building the conditions under which leadership becomes possible, for young women who are ready. What has been missing, for too long, is a room worthy of them.



Educate your women,
and the nation will
take care of itself.

Sarojini Naidu





MoUs

Chapters



Events

Total Impact (Women)

15+



15+

12+

46,000+



Leadership & Vision

Guiding Change,
Inspiring Impact

At the heart of FICCI FLO's transformative journey in 2025-26 lies a leadership philosophy rooted in purpose, inclusion, and forward-thinking action. Under the dynamic stewardship of National President Ms. Poonam Sharma, the year unfolded as a powerful testament to what visionary leadership can achieve when driven by intent and impact.

The term commenced with a strong foundation through the announcement of the new leadership team, bringing together a collective of accomplished women committed to steering FLO's mission across chapters nationwide. This seamless transition of leadership symbolised continuity, collaboration, and a renewed commitment to empowering women at every level.



A defining moment of the year was FLO's esteemed visit to the Hon'ble **President of India, Smt. Droupadi Murmu**, at Rashtrapati Bhavan. This interaction marked more than a ceremonial engagement. It reflected national recognition of FLO's sustained efforts in advancing women's leadership, entrepreneurship, and social impact. The exchange underscored the shared vision of inclusive growth and the critical role women play in shaping India's future.



Further strengthening institutional engagement, Ms. Poonam Sharma met with the **Hon'ble Chief Minister of Uttar Pradesh, Shri Yogi Adityanath Ji**, to discuss FLO's initiatives across the state. The dialogue focused on enhancing women-led entrepreneurship, skill development, and economic empowerment, reinforcing FLO's role as a catalyst for grassroots transformation.



Leadership at FLO also extended into intellectual and motivational spaces. The year began with an inspiring national session featuring **Shri Gaur Gopal Das**, whose discourse on overcoming self-doubt and embracing inner strength set the tone for a year of reflection and action. His message reinforced a key leadership belief, that empowerment begins with mindset, and true change is driven from within.



FLO's leadership further championed thought leadership through landmark platforms such as the Future Frontiers Conclave, a collaborative initiative bridging sustainability, and women in STEM. Bringing together leaders from government, academia, and industry, the conclave highlighted the importance of innovation, inclusivity, and future-ready leadership in shaping India's growth story.



Engagements with policymakers, including interactions with senior government officials such as **Dr. Rajneesh from the Ministry of MSME**, emphasized FLO's commitment to influencing policy, strengthening the micro-enterprise ecosystem, and enabling women entrepreneurs to access, resources, and markets.

Similarly, at the Startup Punjab Conclave 2026, the **Hon'ble Chief Minister of Punjab, Shri Bhagwant Singh Mann**, engaged with women entrepreneurs, reinforcing the importance of innovation-led growth and state support for women-led enterprises.

Through platforms like the Dialogue on Matching Grants to Needs, in collaboration with UNICEF India and the Government of West Bengal, FLO contributed to critical discussions on social development, corporate responsibility, and effective grant utilisation. The discussion was led by a distinguished panel of speakers, including: **Dr. Shashi Panja, Hon'ble Minister for Industries, Commerce & Enterprises and Department of Women & Child Development and Social Welfare, Government of West Bengal;** Ms. Sanghamitra Ghosh - The secretary of state; Mr. Monjur Hussain - The Chief of UNICEF West Bengal; and Ms. Cynthia McCaffrey,- UNICEF India Representative. A key highlight was the unveiling of the white paper, “Women in STEM and India’s Growth Vision: Viksit Bharat 2047,” unveiled by **Honourable Shri Kiren Rijju, Union Minister of Parliamentary Affairs,** laid out a strategic roadmap to bridge gender gaps in STEM through policy interventions, financial support, and systemic inclusion.



Across all these initiatives, one thread remained constant, leadership as a force multiplier. Whether through policy dialogue, national recognition, intellectual exchange, or grassroots engagement, FLO's leadership consistently demonstrated the power of collective vision.



A Concluding Note

This year, leadership at FICCI FLO was not just about guiding an organisation. It was about shaping a movement where every woman is empowered to lead, influence, and inspire.

INTERNATIONAL COLLABORATION



In an increasingly interconnected world, FICCI FLO's international engagements during 2025–26 stood as the organisation's commitment to building meaningful global bridges for women entrepreneurs.

Under the visionary leadership of National President Ms. Poonam Sharma, these collaborations went beyond dialogue, transforming into tangible pathways for exchange, empowerment, and enterprise.



A significant milestone was FLO's **high-level engagement with Uzbekistan**, where a two-day round table dialogue, MoU signing, and industry visit laid the foundation for long-term cooperation. An 11-member team led by Ms. Shotursunova Nodira Nasirovna, the Uzbek delegation engaged in deep discussions around trade, entrepreneurship, and women-led enterprises. The signing of a strategic MoU marked a new chapter in fostering business linkages, capacity building, and cross-border opportunities. The visit to Good Earth, India's leading luxury lifestyle brand, further enriched this exchange, offering insights into India's design-led manufacturing ecosystem, and opening avenues for creative and commercial collaboration.





Strengthening European ties, FLO's 37-member **delegation to Germany** facilitated interactions with key industry bodies such as the German-Indian Business Association (GIBA) and engagements at the Indian Embassy in Berlin. With a focus on SME growth and Industry 4.0, the visit enabled members to explore global best practices while fostering cross-cultural dialogue. Complementing this, FLO's engagement with the **Embassy of the Czech Republic**, created new pathways for Indo-Czech collaboration, with discussions centred on navigating business ecosystems, policy frameworks, and expanding opportunities for women-led enterprises.

A landmark initiative was the **Sustainable Study Delegation to Bhutan**, where a 36-member delegation explored Bhutan's globally admired development philosophy. Interactions with His Majesty The Druk Gyalpo, Jigme Khesar Namgyel Wangchuck, and key Bhutanese institutions offered profound insights into sustainable development, controlled tourism, and Gross National Happiness (GNH). The visit also fostered collaborations in green innovation, entrepreneurship, and capacity building, while strengthening ties with organisations such as the Bhutan Chamber of Commerce & Industry (BCCI), and the Bhutan Association of Women Entrepreneurs (BAOWE). This engagement underscored a shared commitment to mindful growth,



INTERNATIONAL COLLABORATION



On the global stage, FLO's participation in the **IOD Annual London Global Convention 2025** marked a significant step in positioning Indian women leaders within international governance dialogues. As FLO's first-ever President-nominated international delegation, it brought together board leaders, policymakers, and global experts to deliberate on pressing issues such as climate risk, technological disruption, and geopolitical shifts. Through keynote addresses, panel discussions, and global networking forums, FLO reinforced its role as a thought leader in advancing diversity, ethics, and inclusive leadership.



The IWEF Southeast Asia Meet in New Delhi further amplified FLO's global footprint by convening women entrepreneurs and leaders from over 90+ countries. In collaboration with the International Women's Entrepreneurial Challenge (IWEF) Foundation, the event fostered cross-border partnerships, knowledge exchange, and market access, enabling women-led enterprises to scale globally.

FLO also deepened its diplomatic engagements through high-level interactions, including a session with **Ms. Lena Bäcker of Sweden**, Founder and Chairperson of the Good Government Affairs (GGA) Group, Sweden, a globally respected leader in governance and diplomacy. These conversations enriched members' understanding of international policy frameworks, governance models, and cross-regional collaboration, further strengthening FLO's global outlook.



A Concluding Note

Together, these international collaborations are not just journeys across borders. They are movements of shared vision, where women rise collectively, economies connect meaningfully, and the future is shaped through dialogue, dignity, and global sisterhood.

In the Spotlight

From Headlines to Impact, FLO's Voice Echoed Across the Nation.



FICCI FLO's initiatives, and programmes found recognition across leading media platforms, capturing stories of empowerment, policy influence, and grassroots transformation.

Thought leadership features, high-impact events, and national engagements highlighted FLO's role in shaping narratives around entrepreneurship, and economic participation. Across regions, and languages, the coverage reflected a profound truth, FLO is leading the change this country deserves. The women of this nation are getting the opportunities to excel in their work, and contribute meaningfully to the development of India.

FICCI FLO is rewriting the future.

पूनम शर्मा और आभा डालमिया ने किया मीना बाजार का शुभारंभ



लखनऊ। फिजी फ्लो लखनऊ ने गोमतीनगर स्थित होटल तारू में तीन दिवसीय अंतरराष्ट्रीय सम्मेलन को शुभारंभ करने के आयोजन के साथ की। मुगलकालीन परंपरा से प्रेरित इस प्रदर्शनी में पूरे देश से फिजी फ्लो के 21 चैंटर्स की लगभग 500 सदस्यों और प्राधिकारियों ने भाग लिया। कार्यक्रम को वार्षिक अंतरराष्ट्रीय बैठक का स्वरूप दिया गया है। मीना बाजार का उद्घाटन फ्लो की राष्ट्रीय अध्यक्ष पूनम शर्मा, संस्थापक अध्यक्ष आभा डालमिया, वरिष्ठ उपाध्यक्ष पूजा गर्ग, लखनऊ चैंटर को चेंबरपर्सन वॉदिता अग्रवाल और गर्वर्निंग बोर्ड सदस्यों ने किया। खसूरी की मधुर धुन और आकर्षक रोशनीयों के बीच देशभर से आए प्रतिभागियों ने साड़ी, सूट, लहंगा, दुपट्टा, स्टोल और अन्य फैशन उत्पादों की खूब खरीददारी की। प्रदर्शनी के स्टालों में उत्तर प्रदेश की हस्तकलाओं—मुकेश, चिकनकारी, बनारसी साड़ियाँ, जखोखी, टिखर और

पोटली बैग और स्थानीय कारीगरों निर्मित अन्य श्रेणियों का भी लो अडार्पमेंट करके रहे। अबक के पारंपरिक आभूषणों ने भी आकर्षण ध्यान खींचा। कुल 40 स्टाल इस में लगाए गए। फ्लो की राष्ट्रीय पूनम शर्मा ने कहा कि अंतरराष्ट्रीय देशभर के महिला उद्यमियों और को एक मंच पर लाकर परामर्श, नेट और विचारों के आदान-प्रदान प्रोत्साहित करती है। उन्होंने इसे नेतृत्व को सशक्त बनाने का मा प्रयास बताया। लखनऊ चैंटर चेंबरपर्सन वॉदिता अग्रवाल ने कहा सम्मेलन की मेजबानी लखनऊ ने गर्व का विषय है। प्रदर्शनी के मा स्थानीय कला और कारीगरों की को राष्ट्रीय मंच पर प्रस्तुत किया जा बिस्से प्रदेश की कला और शि श्यापक प्रचार संभव होगा। रा दालान-गोईर का आयोजन हुआ, लखनऊ के स्टोरीटेलर हिमांशु बाज

यूपी देश का सबसे बड़ा महिला-नेतृत्व वाला स्टार्टअप हब बनेगा : योगी आदित्यनाथ

लखनऊ (संवाददाता)। देश का सबसे बड़ा महिला-नेतृत्व वाला स्टार्टअप हब बनने का लक्ष्य रखते हैं योगी आदित्यनाथ। लखनऊ में शुरुआत के लिए 21 से अधिक स्टार्टअप को 500 से अधिक महिला उद्यमियों को प्रोत्साहित करने के लिए 'मिना बाजार' का शुभारंभ किया गया।



उन्होंने कहा कि आज पूरे महिला उद्यमियों और महिला उद्यमियों के मनो में देश का अर्थोपकरण का विकास, अर्थोपकरण, महिला उद्यमियों को प्रोत्साहित करने के लिए 'मिना बाजार' का शुभारंभ किया गया। लखनऊ चैंटर को चेंबरपर्सन वॉदिता अग्रवाल ने कहा कि अंतरराष्ट्रीय देशभर के महिला उद्यमियों और को एक मंच पर लाकर परामर्श, नेट और विचारों के आदान-प्रदान प्रोत्साहित करती है। उन्होंने इसे नेतृत्व को सशक्त बनाने का मा प्रयास बताया। लखनऊ चैंटर चेंबरपर्सन वॉदिता अग्रवाल ने कहा सम्मेलन की मेजबानी लखनऊ ने गर्व का विषय है। प्रदर्शनी के मा स्थानीय कला और कारीगरों की को राष्ट्रीय मंच पर प्रस्तुत किया जा बिस्से प्रदेश की कला और शि श्यापक प्रचार संभव होगा। रा दालान-गोईर का आयोजन हुआ, लखनऊ के स्टोरीटेलर हिमांशु बाज

सकल का लक्ष्य है कि अनेकों वर्षों में युवा देश का सबसे बड़ा महिला-नेतृत्व वाला स्टार्टअप हब बने। इसके साथ ही उन्होंने महिला उद्यमियों को प्रोत्साहित करने के लिए 'मिना बाजार' का शुभारंभ किया। लखनऊ चैंटर को चेंबरपर्सन वॉदिता अग्रवाल ने कहा कि अंतरराष्ट्रीय देशभर के महिला उद्यमियों और को एक मंच पर लाकर परामर्श, नेट और विचारों के आदान-प्रदान प्रोत्साहित करती है। उन्होंने इसे नेतृत्व को सशक्त बनाने का मा प्रयास बताया। लखनऊ चैंटर चेंबरपर्सन वॉदिता अग्रवाल ने कहा सम्मेलन की मेजबानी लखनऊ ने गर्व का विषय है। प्रदर्शनी के मा स्थानीय कला और कारीगरों की को राष्ट्रीय मंच पर प्रस्तुत किया जा बिस्से प्रदेश की कला और शि श्यापक प्रचार संभव होगा। रा दालान-गोईर का आयोजन हुआ, लखनऊ के स्टोरीटेलर हिमांशु बाज

3rd GOVERNING BODY MEET 2025-26
November 27, 2026

UTTAR PRADESH

Women workforce increased from 12% to 36% in 8 yrs: CM

'UP Police Have 44K Women Personnel Now'



CM to review Magh Mela preps in Prayagraj today

Lucknow, Chief Minister Yogi Adityanath on Friday said the women's workforce has recorded a threefold increase in the last eight years and urged them to contribute more in the state's development.

"When we came to office, the rate of women workforce was around 12-15%, but this number has risen to 36% in the past years," the CM said in his address at the national commission of FICCI FLO.

Prayagraj: Chief Minister Yogi Adityanath will visit Sangam City on Saturday to review the 2026 Magh Mela preparations and other events.

Officials of the district administration and the Prayagraj Magh Mela Authority are reviewing security arrangements, further 20% contingents and deployed adequate police forces accordingly.

The chief minister will participate in religious programmes and conduct an on-site inspection of the preparations for the Magh Mela 2026.

The CM cited the example of the Bhandi Mela Producers group of Jhansi as a case in point. "Established in 2008, this group had a handful of women who were barely doing eight pass. But due to their diligence and vision, they have grown into a force of 42,000 women that now can reckon with. Now, they are thinking new with production in Lucknow, Agra, Varanasi, and Gorakhpur, with which thousands of women are joining economic self-reliance," he said.

Yogi said there was no dearth of opportunities. "Bharat's position in the global market of ready-made garments is continuously declining. India can capture that market. This is an opportunity for women entrepreneurs. FICCI FLO can play a major role in advancing half the population through the famed factory model by ready-made garments," he said.

He suggested to FICCI FLO to connect women and set a target of reaching out to 16,000 but 16 lakh organisations in the first year. Every small and big work is an enterprise and assured the organisation that UP govt will cooperate in the campaign.

FICCI FLO national president Poonam Sharma, National secretary president Nisha Garg, Lucknow

FLO Hosts Inspiring Session with Gaur Gopal Das on "The Power of a Woman's Mind"



New Delhi: FICCI Ladies Organisation (FLO), the apex body of businesswomen in India, hosted an enlightening session titled "The Power of a Woman's Mind: Overcoming Doubts and Limiting Beliefs" in New Delhi today.

The event was graced by renowned motivational speaker and spiritual guide, Gaur Gopal Das, who shared powerful insights on inner strength, self-worth, and the unique role women play in society.

Speaking at the session, Gaur Gopal Das emphasised the innate strength and grace of women, quoting, "Women are the real architects of society — the personification of strength, care, love, and sacrifice." He added that in Bharat and its cultural ethos, women have always been revered and celebrated for their invaluable contributions, both within families and in the larger nation-building process.

"I always say, women are already empowered by God's grace," said Das. "The key is to recognize that value within. To truly thrive, women must choose to live where they feel valued and appreciated. Positive affirmations can help rewire the mind, break through limiting beliefs, and shape a powerful, positive outlook."

He urged women to not wait for all problems to disappear before embracing happiness. "Problems will always exist. Happiness is a choice we must actively make. Sometimes, ignoring the noise and focusing on what truly matters can help us discover our own strength," he noted.

Das also addressed misconceptions about feminism, stating, "Feminism isn't about fighting with men or proving superiority. True feminism is about uplifting others, especially the underprivileged, and building stronger families and communities."

FLO's National President, Ms. Poonam Sharma, welcomed Gaur Gopal Das and thanked him for his inspirational presence. "His words serve as a mirror to our inner world, reminding us that true empowerment begins from within," she said. "This session reflects the spirit of FLO — a 41-year legacy built on empowering women holistically across India."

Highlighting FLO's widespread impact, Ms. Sharma shared, "From our Head Office in Delhi to 20 dynamic chapters across the country, FLO represents the strength and aspirations of over 14,000 women entrepreneurs, professionals, leaders, and changemakers."

Explaining the theme of the session, Ms. Sharma said, "The journey to self-belief isn't always easy. While the world may applaud us, the inner voice must echo that praise. FLO's mission is to help women overcome not just societal obstacles, but the self-doubt and fear that often hold them back more than anything else."

She further elaborated on FLO's initiatives in entrepreneurship development, digital and financial literacy, rural livelihood advancement, leadership training, and wellness — all designed to create platforms where women don't just participate, but lead and transcend.

The event was attended by several eminent FLO members, including Ms. Sumita Kanoria, who coordinated the session, Ms. Prachi Dalmia, past President of FLO, and Ms. Rashmi Sorita, Director General of FLO.

फिजी फ्लो लखनऊ की अध्यक्ष पूनम शर्मा ने एक रोमांचक और प्रेरणादायक सत्र का आयोजन किया, जिसमें प्रसिद्ध आध्यात्मिक गुरु गौर गोपाल दास ने भाग लिया। सत्र का विषय था "एक महिला के दिमाग की शक्ति: संदेहों और सीमित विश्वासों को दूर करना"।

दास ने महिलाओं को अपने अंदर की शक्ति को पहचानने और उसे बढ़ाने के लिए प्रेरणा दी। उन्होंने कहा कि महिलाएं समाज के वास्तविक निर्माता हैं और अपने अस्तित्व के माध्यम से समाज को आगे बढ़ाती हैं।

पूनम शर्मा ने दास की प्रेरणादायक बातों का स्वागत किया और कहा कि फिजी फ्लो का उद्देश्य है कि महिलाएं अपने जीवन में सफलता प्राप्त कर सकें और समाज के लिए योगदान दे सकें।

सत्र के दौरान, दास ने महिलाओं को अपने अंदर की शक्ति को पहचानने और उसे बढ़ाने के लिए प्रेरणा दी। उन्होंने कहा कि महिलाएं समाज के वास्तविक निर्माता हैं और अपने अस्तित्व के माध्यम से समाज को आगे बढ़ाती हैं।

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EPILOGUE

TWELVE MONTHS

ONE

Poonam Sharma proved presidencies aren't measured in terms of service, but transformations seeded. The chapters she unified don't dissolve. The dreams she ignited don't dim. FLO doesn't end her era. Bharat begins it. The numbers sing her symphony. But beyond digits, she orchestrated something eternal, inclusion as inheritance.

VISIONARY

INFINITE HORIZONS



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