



Planning Department,
Government of UP



IN ASSOCIATION WITH

THE ECONOMIC TIMES

PRESENTS



Fostering Women Inclusive Growth in Uttar Pradesh: Key Imperatives and Progress

Event Report

25 July 2024

Taj Mahal Lucknow, Uttar Pradesh

Fostering Women Inclusive Growth in Uttar Pradesh: Key Imperatives and Progress

Introduction

The Planning Department, Government of Uttar Pradesh (GoUP) and The Udaiti Foundation (TUF) hosted a half-day multi stakeholder convening on 'Fostering Women Inclusive Growth in UP: Key Imperatives and Progress' on July 25, 2024 at Taj Mahal Lucknow. The Govt. of U.P. is committed towards women-led development by addressing issues affecting women on a life-cycle continuum basis and by making them equal partners in nation-building through convergence and citizen-ownership, and further enable their contribution in the State economy in a meaningful manner. Further, increasing the State's current Female Labour Force Participation Rate can unlock women's potential to contribute to the One Trillion Dollar economy goal of the State.

Agenda

1	Opening Dialogue on Women Economic Empowerment (WEE) Agenda	Opening Remarks by Pooja Sharma Goyal , Founding CEO, The Udaiti Foundation; Keynote Address by Ashish Dhawan , Founder-CEO, The Convergence Foundation
2	Note on UP's vision	Sh. Alok Kumar , Principal Secretary, Department of Planning, Government of UP
3	Keynote Speech by the Chief Guest	Sh. Manoj Kumar Singh , Chief Secretary, Government of UP
4	Launch of 'Landscape Report on Women Economic Empowerment in U.P.'	Sh. Manoj Kumar Singh , Chief Secretary, Govt. of UP; Sh. Alok Kumar , Principal Secretary, Department of Planning, Govt. of UP; Sh. Anil Kumar , Principal Secretary, Labour Department, Govt. of UP; Officials from Directorate of Economics & Statistics; & The Udaiti Foundation
5	Panel Discussions	16 experts across different sectors
6	Experience sharing	Members of Sakti Rasoi Venture, Employees placed by Quess

Opening Dialogue on Women Economic Empowerment (WEE) Agenda

Opening remarks by Pooja Sharma

Goyal, Founding CEO, The Udaiti Foundation

In her opening remarks, Pooja highlighted the organization's commitment to driving Uttar Pradesh towards a one trillion-dollar economy with a particular focus on women's economic empowerment (WEE). She stressed the **importance of creating enablers** such as working women's hostels (as also highlighted in the 2024-25 budget) and fostering cross-sector collaboration, to advance WEE, ultimately aiming for a ten trillion-dollar economy for which **doubling the number of women entrepreneurs and increasing FLFPR** are necessary.

Pooja shared insights on TUF's mission to **dismantle barriers** preventing women from entering and remaining in the workforce by devising initiatives that provide tools, resources, and opportunities for women's success. TUF's comprehensive strategy includes **generating data-backed evidence** through landscape studies to identify and address policy-level barriers. Mission Unnati, a key initiative, exemplifies this effort to build a robust support system for women, thereby accelerating WEE towards the envisioned economic goals.



Keynote Address by Ashish Dhawan,

Founder- CEO, The Convergence Foundation

Ashish Dhawan highlighted **opportunities in export**, along with the significant roles of the service sector and the informal sector in UP. He noted the potential for growth in domestic tourism around Ayodhya, Varanasi, and Mathura. Based on this, he emphasized that the key pillars for UP are **labor-intensive manufacturing; tourism**, positioning the state as a tourism capital for India and beyond; and the development of the largest **skill capital**, with around 15 industries facing high demand.

He outlined 3 critical factors of economic growth in UP: growing infrastructure, attracting investment, and improving the ease of doing business. Further, structural transformation was identified as key for economic growth. Going forward, the areas of focus for this structural transformation should be urban regions, increased women's participation, and expansion of formal jobs. While skills were acknowledged as important, the value of apprenticeships in making skills more practical was also highlighted. The Convergence Foundation's along with CEGIS, CRISP, and TUF are dedicated to supporting the government in its one trillion economy goal.



Speech by the Chief Guest, Sh. Manoj Kumar Singh, Chief Secretary, Government of UP



The Chief Guest, Sh. Manoj Kumar Singh, Chief Secretary, Government of UP, started his address by highlighting the **crucial role of agriculture** in UP's economy and the 1 trillion dollar economy goal. UP is a powerhouse for the agriculture sector with close to 75% of its land under agriculture and this sector is instrumental for poverty alleviation in the State. The productivity from agriculture is on the rise and the State is keen on improving it further. U.P. excels in 15 agriculture commodities such as wheat, potato, milk products. Further, horticultural produce also has the potential to contribute to the State economy. He also mentioned about the **growing importance of the service sector** given that it contributes to around 50% of the state GDP, however, the said interventions in agriculture are still required considering that a substantial number of UP's population is dependent on agriculture. Furthermore, he mentioned that these interventions need to be supported by institutional reforms in education, child and adolescent health, and school infrastructure in order to make the 1 trillion dollar economy goal by 2027 a reality.

On women's participation in the workforce, the Chief Secretary reiterated the 70% FLFPR goal towards Viksit Bharat. He said that **women inclusive growth** is indeed an important aspect of the plan of action for the 1 trillion dollar economy goal. With this background, he mentioned that firstly the psychosocial barriers around women's participation in the workforce need to be removed. He quoted the success of implementation of the Bank Sakhis program in earning Rs. 70 Crores as commission. He elaborated on how the program gave an example of effective digital and financial inclusion of women against the gender stereotypes prevailing in the State.

He further noted that the industrial workforce demand is currently high and there is an opportunity to bridge the supply demand gap. For instance, mobile phone manufacturing, a Rs 17,000 Cr industry, is one such opportunity. In this context, he also mentioned that we must bring more women into the technology sector and encourage self-help groups to thrive. He further said focussing on women apprenticeship is also critical, and the UP government along with The Convergence Foundation is amplifying efforts in this direction.

A note on UP's vision by Sh. Alok Kumar, Principal Secretary, Department of Planning, Government of UP



Alok Kumar, Principal Secretary of the Planning Department UP, emphasized the critical role of women in achieving the one trillion-dollar mission for UP. The newly established industrial corridors and potential industry demands will require significant skill development. He emphasised that **UP's Female Labour Force Participation Rate (FLFPR) has increased by 18 points**, narrowing the gap with the national average. However, the **goal is to exceed** this progress. The wide gap between urban and rural FLFPR needs to be closed in the coming years. Additionally, **Gender Disaggregated Data (GDD)**, currently absent from data collection and review processes, must be incorporated moving forward. He mentioned that while government ITI enrollment is strong, private ITI enrollment and placement rates require improvement. Emerging sectors present significant opportunities but there's a gap between entrepreneurship training and the uptake of financial schemes that needs to be addressed.

Working women hostels are identified as a top government priority as they are a crucial enabler for women's participation in the workforce. The private sector must play a pivotal role in formalizing the informal sector by developing strategies and identifying intervention areas to include more women in the workforce. Looking ahead, he focussed on 3 key actionables which are necessary for enhancing women economic empowerment: establishing a Steering Committee to anchor the agenda, implementing an outcome tracking mechanism i.e. WEE Index, and fostering public-private partnerships.



Report Launch: Unveiling of the ‘Landscape Report on Women Economic Empowerment in U.P.’

The report titled, "**भागीदारी | बदलाव | भविष्य: Potential Levers and Opportunities for Advancing Women’s Economic Empowerment in U.P.**" was also launched during the event.

The report **identifies progress, gaps, and opportunities**, proposing actionable measures to catalyze women's economic empowerment in UP. Drawing on rigorous desk research, policy analysis, and stakeholder conversations, it provides a detailed overview of the current scenario and forward-looking recommendations.

The focus is on **key levers: entrepreneurship, skilling, digital and financial inclusion, safety and mobility, and gender infrastructure in emerging sectors**. These areas offer strategic pathways for policymakers to advance women's economic empowerment in the state.

To read the entire report: [Click Here](#)



Key Insights from Panel Discussion



Panel 1

Strengthening market linkages for women led micro enterprises

The panel included Awanish Kumar Awasthi, Advisor to the CM of Uttar Pradesh; Aparajita Bharti, Co-founder of The Quantum Hub; Alkesh Wadhvani, Director at the Bill & Melinda Gates Foundation; and Alok Kumar, Principal Secretary, Planning Department, Uttar Pradesh. The discussion centered on the challenges and opportunities for women-led micro-enterprises.



While opening the discussion, **Awanish Kumar Awasthi** emphasized that creating a safe environment is essential for women to participate in the workforce and entrepreneurship. He noted that **strict adherence to law and order** is crucial to enable women's contributions to Uttar Pradesh's one-trillion-dollar economic goal. He highlighted the significant increase in Female Labor Force Participation Rate (FLFPR) over the past few years, attributing it to improved safety and law enforcement, though he acknowledged that the state still lags behind the national average.

Alok Kumar discussed the challenges in state schemes, particularly the disparity between high participation in training programs and low uptake of financial schemes. He emphasized the **critical role of banks and bankers in supporting women entrepreneurs** by making credit schemes more accessible. He also advocated for updating the skilling curriculum to include relevant skills that help women scale their businesses, as well as soft skills to improve their interactions with financial institutions.





While talking about the challenges faced by women entrepreneurs, **Aparajita Bharti** highlighted that many women become entrepreneurs out of necessity, often without formal training or marketing knowledge, which leaves them unprepared for the complexities of the business world. *"Many times, micro-enterprises often emerge from distress entrepreneurship. For many such entrepreneurs, social capital becomes crucial for their success."*, she mentioned. She underscored the importance of Self-Help Groups (SHGs) in supporting women entrepreneurs and also emphasized the **role of digital platforms** like WhatsApp and Instagram in facilitating marketing efforts. Aparajita also discussed the **potential of using digital transaction histories as credit histories**, suggesting that this approach could be considered by the State Level Bankers' Committee (SLBC) and other banking agencies to improve access to finance for women entrepreneurs. Additionally, she mentioned the **importance of intergenerational learning** and referenced the Delhi government's fellowship program, which aims to enhance entrepreneurs' skills and connect YUVA SHGs with other groups to expand market opportunities.



Alkesh Wadhvani focused on the crucial role of SHGs in empowering women. He emphasized the need for government support to enhance market access, improve capital opportunities, and expand local sales channels. He **stressed on the importance of involving women in Farmer Producer Organizations (FPOs) to boost their economic advancement**. He also discussed the critical role of data, particularly in a state like Uttar Pradesh where agriculture remains a significant employment sector, and advocated for leveraging digital platforms to work at scale.



The panelists agreed that it is crucial to encourage collaborations between government agencies, the private sector, and nonprofits to create a supportive ecosystem for women-led businesses. They also emphasised the importance of implementing training programs focused on marketing, digital literacy, and business management to enhance the skills of women entrepreneurs. Additionally, the discussion concluded that providing specialized financial products and services for women entrepreneurs including micro-loans and insurance schemes, as well as establishing centralized databases and information hubs, would offer market insights, trends, and opportunities specifically for women-led enterprises.



Panel 2

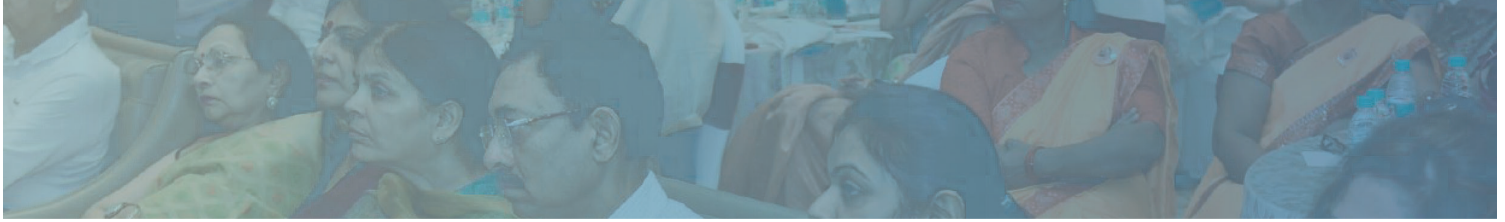
Enabling infrastructure for women's economic empowerment: Mobility, safety, childcare

The panel featured Anil Kumar, Principal Secretary Labour Department; Gayatri Vasudevan, Chairperson, Labournet; Rumjhum Chatterjee, CEO, Infravision Foundation; and Shailendra Singh, VP, Employee Experience and Employer Brand, EXL.

Speaking on women welfare, **Anil Kumar** addressed the critical issue of sanitation and childcare, which is a major barrier for many working mothers. He advocated for proper sanitation facilities for women working in all sectors emphasising establishment of affordable childcare facilities. **Regarding this, he mentioned that the relevant law says that there should be a creche in every factory with more than 20 employees. However, there is a need to act on this provision from the private sector more proactively.** In addition to the state of the existing infrastructure, he also noted that there is still a scope for modifying certain rules and regulations for increased accessibility and inclusion in the trades or work areas that are considered male dominating.



Highlighting the critical role of safety and mobility in empowering women, **Rumjhum Chatterjee** emphasised the need for safe, affordable, and reliable public transportation systems that cater to women's unique needs. She mentioned that **many states have launched free bus rides for women**, which may be looked into. She further added that **providing some incentives to promote women ridership of 2-wheelers** may also be looked into. With respect to the care infrastructure, she talked about the caregiving economy and how it can be looked at from an employment perspective as well, and not just an enabler.



A representative from the private sector leadership, **Shailendra Singh**, highlighted the **need for organisational development for integrating safety, mobility and gender infrastructure**. He stated that conducting extensive counselling with parents of the female staff helped them change parents' perception of working in the night shift. He also mentioned about **their company's transportation policy wherein if a female employee is first/last to be picked up/dropped, then a guard accompanies her**. Further, in addition to the government, private sector establishments also need to take the lead in ensuring space and hygienic washrooms, creches, etc. and **called for policies mandating employer-supported childcare services**.



As an opening remark, **Gayatri Vasudevan** stated that we need to adopt a comprehensive strategy that considers all aspects of women's lives shifting the focus from mere economic independence to creating an environment where women can thrive. **There is focus on feminising the industries, however, the housing ecosystem is still not feminised**. There is a **lack of effective rental housing schemes for migrant workers**, and private rental housing becomes challenging for single working females. She suggested that **group housing or contractual housing may be looked into**, thereby highlighting the **importance of working women hostels**. She also highlighted the role of public-private partnerships in driving these initiatives and ensuring their sustainability. Regarding transportation, she observed that due to mobility issues, women settle for low rewarding self employment opportunities that they can continue from their homes.



The panel determined that safety, mobility, and childcare are still major concerns for women, emphasising the role of both public and private sector players in establishing a secure environment. They agreed that enhancing public transport, such as introducing women-only coaches or buses and improving last-mile connectivity is critical for women's economic inclusion. Childcare facilities also emerged as a crucial theme that requires urgent attention. The discussion also highlighted the importance of community policing and utilising technology such as mobile apps and surveillance systems to improve women's safety.



Panel 3

Effective strategies to unlock employment opportunities for women

The panel discussion brought together key stakeholders to address the challenges and opportunities for improving women's employability, particularly in engineering and other traditionally male-dominated sectors. The panelists, including Neha Prakash, Director, Training and Employment, UP; Lohit Bhatia, President, Qness Corp; Vandana Bahri, Head-Girl Capital, CIFF; and Pooja Nanda, Head-Women Economic Empowerment, Mahindra & Mahindra, shared valuable insights and recommendations.

Neha Prakash emphasized the **need for tailored training programs** that address the specific needs of women across various sectors. She stated, "Our focus should be on creating opportunities for continuous learning and skill enhancement." She highlighted the government's initiative to establish 'All-Women ITIs' which offer **vocational training and technical skills development to better prepare women for industry demands**. She stressed the importance of including contemporary trades in ITI curricula, such as those in the hospitality and caregiving sectors. She advocated for **capturing data on women currently engaged in self-employment**, particularly in trades like cosmetology, to better understand their needs and potential. She also emphasized the need for deeper collaboration with industry to frame ITI courses that align with market demand. Additionally, she discussed the **importance of a 20% reservation in ITIs and campaigns** to amplify the role model effect. She suggested that private sector incentives, such as accommodation facilities, could significantly improve women's participation in private-sector jobs.



On societal bias, **Lohit Bhatia** stated, "Society needs to support women in exploring their true potential and achieving economic independence. By breaking these barriers, we pave the way for a more equitable and prosperous future, where every individual can contribute to their fullest." He highlighted the importance of government-supported facilities like **working women's hostels and better transportation options**, as well as the need for **short-term training programs and apprenticeships** to prepare women for immediate employment. Bhatia also pointed to successful private sector initiatives, such as the all-girls assembly line at Tata Motors and Qness Corp's commitment to being one of the largest employers of women in the country. He **called for expanded government incentives for companies** that hire women and stressed the importance of supportive policies, especially around maternity care, to ensure women can return to work smoothly after career breaks.





While emphasising on financial independence **Vandana Bahri** said, "Access to financial resources and support systems is crucial for women to take control of their careers." She discussed the significant **barrier of bias against women by employers in the workplace** and advocated for the removal of these barriers through inclusive hiring practices and discussed the potential of apprenticeships and innovative financing models to support women's workforce participation. She also talked about incentivizing the private sector to generate jobs and encourage women to take up formal employment. She further echoed the need to tackle social norms and biases at multiple levels, including community and employer levels, to create a more inclusive environment.



Pooja Nanda brought attention to the **importance of financial literacy and money management** as critical skills for empowering women, stressing that developing these skills can significantly enhance financial independence and stability. She also pointed out the need for **leadership development programs** to prepare women for executive roles and advocated for a multi-modal approach to skilling programs. Nanda highlighted the necessity of bridging the skill gap through **soft skills, advanced skills, and new-age skills training**. Developing these skills can transform financial independence and stability, enabling women to navigate the economic landscape with confidence. In traditionally male-dominated areas, this empowerment is vital for fostering growth, security, and equal opportunities. She emphasised on the importance of **sensitization and awareness at the grassroots level to break gender stereotypes and norms**.



All the panelists echoed the need for a comprehensive and collaborative approach to address the multifaceted challenges women face in the workforce. They underscored the importance of tailored training programs, industry collaboration, and government-supported initiatives to equip women with relevant skills and create a more inclusive work environment. Emphasizing the removal of societal and workplace biases, the panel called for increased private sector involvement, innovative financing models, and technology-driven solutions to support women's participation and advancement in traditionally male-dominated sectors. By fostering financial independence, leadership development, and grassroots awareness, these strategies collectively aim to empower women, enabling them to contribute fully to the economic growth and social progress of the country.



Women entrepreneurs share their experience

Entrepreneurs from Shakti Rasoi venture



The speakers were members of a remarkable group of women who run a self-help group and are first-time entrepreneurs. Some of the women had returned to the workforce after a sabbatical. They were a part of an initiative called Shakti Rasoi, a food- canteen venture aiming to provide affordable and appetising options at government office buildings. The **'Shakti Rasoi'** has been established with the **dual objective of bestowing livelihood opportunities to women associated with the National Urban Livelihood Mission (NULM) under the SHG umbrella and fostering self-sufficiency among them.**



Kamini Mishra, a part of the team that runs Shakti Rasoi in Collectorate Parisar, Zone-I, Lucknow, didn't feel much appreciated as a homemaker. She stated how her opinion, especially on financial matters, wasn't considered relevant within the family. She then formed a Self Help Group with some neighbouring women and started tiffin services. Once they started having positive cashflow, she was able to develop confidence to envision a bigger venture. She then got selected for the Shakti Rasoi initiative, and after that she was able to increase her family's monthly income. She felt **increased confidence in dealing with finances and agency in taking decisions.** She also felt that **her work was valued now and her self worth increased.**

Nilofer, a part of the team running Shakti Rasoi National Health Mission, Lucknow, shared her personal journey around how her family was able to make the ends meet but still had to compromise on their quality of life. She also shared that initially she faced some challenges in running Shakti Rasoi but eventually they started customising their items as per the customer's needs and started including millets in their food options. This also **reflected an improvement in her entrepreneurial mindset** and how the training received during the Shakti Rasoi initiative came handy to her. She urged that the **government should come up with more such entrepreneurship initiatives to promote micro enterprises and encouraged women to take up such initiatives actively.**



Women employees from Flexi-staffing models share their experience

● Employees placed through Qness Corps

For this section, there were 2 women employees of the Qness Corp. Pvt. Ltd. who were engaged in their flexi-staffing model - **Anjali Sharma (Associate, Star Health Insurance), and Jyoti Pandey (HR, Vodafone Idea).**

Anjali started off by sharing how she was the only female member in her team during her job. The job was an entry level position and the salary was not substantially high, however, it gave me a chance to enter the workforce and climb the ladder further. **She also urged all the women who have completed their education to work and highlighted the importance of financial independence for women.**

Jyoti, in addition to sharing her learnings, highlighted the importance of receiving mentorship during the job. **She emphasized on the role of learning and development programs during the job itself, and urged all the private sector companies to focus on such programs to provide a platform to their women employees for growing their skill set on the job itself.** Since women have to undertake caregiving responsibilities at home, they are not able to give time for their professional advancement. Hence, such initiatives by the companies can contribute to women's skill enhancement substantially.



Key Takeaways

Salience around WEE agenda

Uttar Pradesh has achieved an 18-point increase in its Female Labour Force Participation Rate (FLFPR) from 2018-19 to 2022-23. The state aims to further boost FLFPR to contribute to its one trillion-dollar economy goal, showing the administration's commitment to further the WEE agenda in the state.



Agricultural Sector's Role

Uttar Pradesh state government is committed to increasing female labour force participation rate and identifies it as one of the key levers for UP's economic growth. With UP's agricultural strength, vast service sector, and booming industries, integrating women into these areas will harness their full potential, driving our journey towards a 1 trillion dollar economy and ensuring holistic development. Further, by investing in education and infrastructure, we can further support women's contributions and foster a more inclusive and prosperous society.



Societal Mindset

There is a need to work on the societal mindset. The success of initiatives like Bank Sakhis, who have earned Rs. 70 crore as commissions, has opened the floodgates for bringing more women into areas like financial management, which was earlier considered not suitable for women due to the prevailing stereotypes.

Improving the childcare infrastructure

Regarding creches, the relevant law for factories says that there should be a creche in every factory with more than 30 employees. However, there is a need to act on the compliance of this provision from the private sector more proactively.

Organisational Development

Private entities should also focus their internal capacity building for devising gender sensitive policies and programs.

Feminising the housing ecosystem

Challenges pertaining to the housing ecosystem (discriminatory practices against female renters, distance from workplace, limited options for migrant workers) need to be focussed.



Ensuring safe commute

Initiatives like free bus rides for women and the introduction of two-wheelers, by various States, may be looked into. Organisations may also look into reforming their transport facilities for women ensuring last mile safety, and design essential infrastructure to support women such as sanitised toilets.

Focus on Skills and Apprenticeships

The emphasis on skill development and apprenticeships, particularly through ITIs, is critical to bridge the skill gap for women. Government initiatives like the 'ITI Chalo Abhiyaan' are designed to encourage women's enrolment and participation in contemporary trades and require further strengthening.

Government supported tailored micro enterprises programs

Government may look into further identifying tailored micro enterprises initiatives (in different field such as food processing, cloud kitchens, etc.) that provide market linkages support, like Shakti Rasoi, and pilot the same with different sets of self help groups. Such initiatives help unskilled/semi-skilled women get involved in self-employment/nano entrepreneurship.

Professional advancement modules for women employees

Private sector companies should focus on 'on-the-job' learning and development programs to provide a platform to their women employees for growing their skill set during the job itself. Considering the caregiving responsibilities at home and lack of time for these endeavours, such an initiative can substantially support women's professional advancement.

Public-Private Partnerships and Policy Support

Establishing strong public-private partnerships and tracking mechanisms is essential for fostering women-inclusive growth. The government is also focused on formalising the informal sector and developing strategies to integrate more women into the workforce, including targeted interventions in sunrise sectors.



Annexure

(List of Attendees and Speakers)

S. No.	Name	Designation	Organization
1	MP Karthick	AVP	TUF
2	Aakriti	AVP	TUF
3	Seema Varma	Senior Program Manager	TUF
4	Samridhi	Program Manager	TUF
5	Vivek Kumar	Senior Program Manager	TUF
6	Poorvi Chaudhary	Program Manager	TUF
7	Nikita Sharma	Senior Program Associate	TUF
8	Vivek Dubey	TOI	TOI
10	Abhishek	TOI	TOI
11	Sudha	TOI	ET
12	Nidhi	TOI	ET
13	Pooja Goyal	Founding CEO	TUF
14	Sh. Manoj Kumar Singh	Chief Secretary	Govt. of UP
15	Ashish Dhawan	Founder CEO	The Convergence Foundation
16	Alok Kumar	Principal Secretary	Planning Department, Govt. of UP
17	Dhanush Vir Singh	Vice President	TOI
18	Awanish Kumar Awasthi	Advisor to Hon'ble CM, UP	Advisor to Hon'ble CM, UP
19	Aparajita Bharti	Founding Partner	The Quantum Hub
20	Alkesh Wadhvani	Director	BMGF
21	Anil Kumar	Principal Secretary	Labour Department, Govt. of UP
22	Gayatri Vasudevan	Chairperson	Labournet
23	Rumjhum Chatterjee	CEO	InfraVision Foundation
24	Shailendra Singh	Vice President	Employee Experience and Employer Brand, EXL
25	Lohit Bhatia	President	Quess Corp Limited
26	Vandana Bahri	Head-GIRL Capital	CIFF
27	Pooja Nanda	Head - Women Economic Empowerment	Mahindra & Mahindra
28	Neha Prakash	Director	Directorate of Training & Employment, Govt. of UP
29	Ashutosh Sinha	Senior Editor	ET
30	Varun Jain	Assistant Editor	ET
31	Kamini Mishra	Member	Shakti Rasoi, Collectorate
32	Nilofer	Member	Shakti Rasoi, NHM
33	Rekha Mishra	Member	Shakti Rasoi, NHM
34	Jyoti Pandey	Associate Manager	Vodafone Idia
35	Anjali Sharma	Beneficiary	Quess
36	Khushboo Mishra	Member	Shakti Rasoi, ULB Directorate
37	Anita Trivedi	Member	Shakti Rasoi, ULB Directorate
38	ASHISH KUMAR	Retired MOSPI DG	Ministry of Statistics & Programme Implementation , Government of India
39	Priyank Mandal	Senior Project Lead	Central Square Foundation
40	Madhu Joshi	Senior Advisor	Centre for Catalyzing Change (C3)
41	Bipin Bihari Dubey	Senior Specialist, Udhyan Vyapaar	Udhyan Learning Foundation
42	Tanmay Mukherji	Director - New Solutions	Udhyan Learning Foundation
43	Sanchita Ohri	Senior Research Manager	Good Business Lab
44	Raj Siddhant	Manager	Aavishkaar Foundation
45	Shreya Jaiswal	Program manager	Aavishkaar Foundation

S. No.	Name	Designation	Organization
46	Ravi Pokharna	Executive Director	Pahle India Foundation
47	Ankita Kapoor	Senior Program Manager	Safetipin
48	Saachi Bhalla	Senior Programme Officer	Bill and Melinda Gates Foundation
49	Soumitra Mandal	Partner	Sattva Consulting
50	Manisha Dhawan	Trustee	The Convergence Foundation
51	Sweta Kumari	State Lead	APAG
52	Aditi Gupta	Head HR- Lucknow Plant	Tata Motors
53	Deepak Majeethia	Advisor	The Nudge Institute, Gujarat Social Entrepreneurship Fund
54	Sh. Pulkit Khare	Special Secretary	Planning Department, Govt. of UP
55	Dr Shuaib Ahmad	Joint Director	Economics and Statistics Directorate, Planning Department, Govt. of UP
56	Durgesh Nandini	DESTO	Economics and Statistics Directorate, Planning Department, Govt. of UP
57	Alka Bahuguna	Additional Director	Economics and Statistics Directorate, Planning Department, Govt. of UP
58	Vikas Dubey	CMM	District Urban Development Agency, Lucknow
59	Ayush Agarwal	Senior PM	Haqdarshak
60	Sunil Kumar Verma	Joint Director	Planning Department, Govt. of UP
61	Aruna Singh	Research Officer	Planning Department, Govt. of UP
62	Tanika Chakraborty	Associate Professor	IIM Calcutta
63	Dr Debayan Pakrashi	Associate Professor	Indian Statistical Institute
64	Praveen Khanghta	Lead, Strategy	The Convergence Foundation
65	Namita Verma	-	Road Safety Department
66	Anu Singh	Deputy Director	Women Welfare Directorate
67	Drishti Sharma	Consultant	Boston Consulting Group
68	Sandeep Verma	Vice President	Quesscorp
69	Sucheta Shukla	State Health	C3
70	Shivay	Project Manager	BCG
71	Ashuzinni	Senior Manager	Development Alternatives
72	Raj Kumar Singh	Director	Lemon Tree
73	SK Jaggi	COO	Eldeco Housing & Industries
74	Vibha Agarwal	Chairperson	Flo Lucknow
75	Runa Baneerje	CEO	Seva
76	Vinita Mishra	Writer	Ramkutum
77	Vandana Gupta	Speaker	Ramkutum
78	Dr. Rakesh	Professor	Media Consultant
79	Satyajeet Singh	Information Officer	Information and Public
80	Manjula	Doctor	The Millenium School
81	Pooja Gupta	Vice Principal	The Millenium School
82	Samita Verma	-	Seva
83	Gunjan Jain	Theater and Films	The Mocking Birds
84	Achyud	Youth Representative	UNICEF
85	Roma	Director	Lawprep Tutorial
86	Kavita Dubey	Program Associate	APAG
87	Monika Verma	Assistant Director	State Urban Development Agency, Govt. of UP
88	Mohd Rizwan	State Co-ordinator	Labour Commissionerate, Govt. of UP, Kanpur