

WOMENNOVATOR खबर

YEARLY NEWSLETTER

2025 HIGHLIGHTS EDITION



EVENTS IN COLLABORATION WITH THE ECONOMIC TIMES



TIMES SEABOARD SUMMIT - LEADERS OF TOMORROW



Womennovator was proud to collaborate for the **Times Seaboard Summit - Leaders of Tomorrow**, bringing together visionary leaders for meaningful dialogue, collaboration, and purpose-led growth.

[CLICK HERE](#)

THE ECONOMIC TIMES INDO GLOBAL LEADERS 2025 - DUBAI



The **Economic Times Indo Global Leaders 2025** celebrated leaders shaping India's global growth, with key discussions on India-UAE partnerships and recognition of women leaders.

[CLICK HERE](#)

ECONOMIC TIMES WOMEN CONCLAVE



The **Economic Times Women Conclave** focused on women's leadership, inclusion, and growth through mentorship and awareness of unconscious bias.

[CLICK HERE](#)

MOU SIGNED WITH STARTUP INDIA



DPIIT
#startupindia



Startup India (DPIIT) signed an MoU with Womennovator Gvriksh Foundation to support women entrepreneurs across 100+ districts through mentorship, investor access, and inclusive innovation programs strengthening grassroots, women-led startups nationwide.

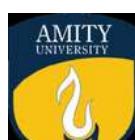


GTU ventures

MOU SIGNED WITH MORE THAN 70+ COLLEGES



O.P. JINDAL
GLOBAL
UNIVERSITY



AMITY
UNIVERSITY



BENNET
UNIVERSITY



GUJARAT
TECHNOLOGICAL
UNIVERSITY



INDIAN
NATIONAL
SCIENCE
ACADEMY



BITS BIOCYTIH
FOUNDATION



CHRIST
(DEEMED TO BE
UNIVERSITY)



GTU VENTURES



SILVER OAK
INSTITUTE OF
MANAGEMENT



DAMPO COLLEGE



MES COLLEGE



AVLOSH
MANAGEMENT
COLLEGE



SHANTILAL SHAH
GOVERNMENT
ENGINEERING COLLEGE



MP ARTS AND M
H COMMERCE
COLLEGE FOR
WOMEN



SHREE
SWAMINARAY
COLLEGE



KRISTU
JAYANTI
UNIVERSITY



PRESIDENCY
UNIVERSITY



JANKI DEVI
COLLEGE



BHARTI
COLLEGE



LAKSHMI BAI
COLLEGE



VAGADEVI
COLLEGE



SGT
UNIVERSITY



PANDIT
DEENDAYAL
PETROLEUM
UNIVERSITY



QUANTAM
UNIVERSITY

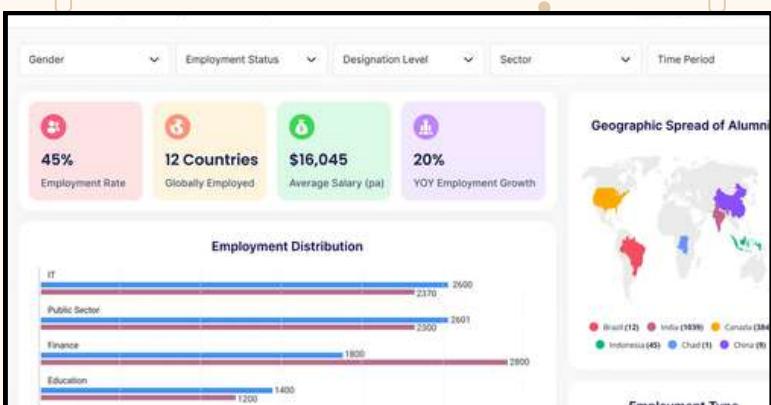


MOUNT CARMEL
COLLEGE

FEMALE LABOUR FORCE PARTICIPATION RATE

This campaign brought together stakeholders from Academia and policy to discuss ways to increase women's Workforce Participation. Key insights from the roundtable will be compiled into a white paper and proposed to the **Ministry of Education**, recommending tracking female Graduate conversion as a college evaluation metric.

DASHBOARD EXCLUSIVELY FOR INSTITUTION



4+ LEAD STATES 77+ COLLEGES



PODCAST

Deans & Dreams is a podcast featuring candid conversations with Deans and **Educational Leaders** shaping the future of learning.

VOICES THAT INSPIRED US - 2025



PROF. JYOTSNA BHATNAGAR
DEAN MANAGEMENT DEVELOPMENT INSTITUTE ,
GURGAON



SUJATA KHANDAI
DIRECTOR AT AMITY COLLEGE OF COMMERC &
FINANCE



PROF. (DR) AVINASH DADHICH
DIRECTOR & PROFESSOR OF LAW
DHIRUBHAI AMBANI UNIVERSITY



TARUN ARORA
ASSOCIATE DEAN O.P. JINDAL GLOBAL
UNIVERSITY (JGU)



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[CLICK HERE](#)

GREEN TRAILBLAZER

PODCAST

GREEN TRAILBLAZER
FEATURES ESG PIONEERS
WHO ARE SHAPING A
MORE SUSTAINABLE AND
RESPONSIBLE FUTURE.

VOICES THAT INSPIRED US - 2025



MEENA RAGHUNATHAN

Board Member, Advisor
Corporates and NGOs



SANGEETA ROBINSON

Chief Executive Officer
ANTS Sustainability & Brand
Communications Pvt. Ltd



DR ADITI MISHAL

Lead ESG
Welspun Enterprises Ltd

SHE DIRECTS

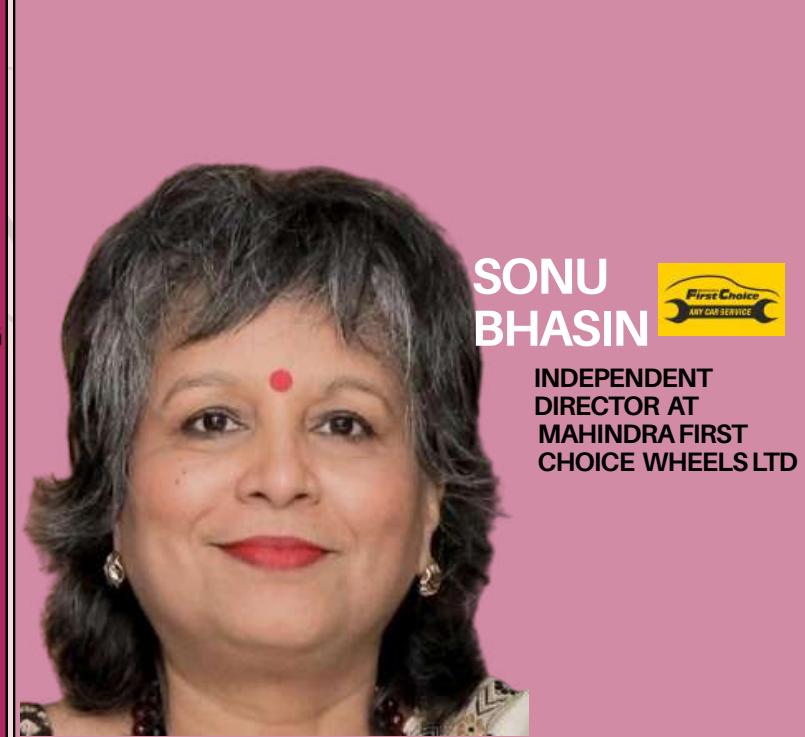
She Directs features
women Directors
leading with vision,
strategy, and impact
across industries.



**SUSHMITA
SINGHA**


Radico Khaitan Limited

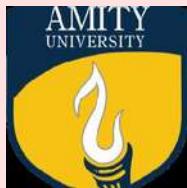
INDEPENDENT
DIRECTOR AT
RADICO
KHAITAN LTD



**SONU
BHASIN**



INDEPENDENT
DIRECTOR AT
MAHINDRA FIRST
CHOICE WHEELS LTD



PODCAST

REAL CONVERSATIONS. REAL IMPACT.



The session highlighted **resilience, networking**, and purpose-driven leadership as key to breaking barriers and creating meaningful impact

CLICK HERE



**EXPLORING CANCER TREATMENT:
A HOLISTIC APPROACH**



A real journey from **Chartered Accountancy** to entrepreneurship, where finance meets technology and leadership.



CLICK HERE



CLICK HERE



MENTOR-MENTEE PROGRAM



This program is designed to foster meaningful connections between experienced mentors and aspiring mentees through personalized guidance, knowledge sharing, and real-world insights.



**ONE ON ONE
SESSION
1000+ MENTORS**



Speed Mentorship Session

TEN STUDENTS. ONE MENTOR.
TEN MINUTES. INFINITE IMPACT.



**1 MENTOR:
10 STUDENTS**



**Over 1
Million
Lives
Impacted**



FEATURED ARTICLES OF OUR FOUNDER

Protecting Inclusion in Innovation: A Gendered Lens on SEBI's New Angel Investing Norms

India's startup ecosystem has been a haven of aspiration and innovation, built on the foundation of risk-taking, impact-driven early investing. However, the ecosystem is still dominated by men. Women founders—female startup founders, professionals, and entrepreneurs—have been underrepresented, despite having encouraged, helping, and supporting one with funds, but with encompasses, commercial intelligence, and more.

The recent SEBI's new guidelines (DRAFT, PR No. 12/2021/1/2021/10) on Accredited Angel Funds and the revised norms for Accredited Investors (DRAFT, PR No. 12/2021/1/2021/11) will be allowed to participate in angel funds. These norms are all set to bring in more women investors into the ecosystem and undergo independent verification. While this is a step forward, it is still not enough. Women are still not represented, it inadvertently creates financial barriers, and it does not have a large segment of qualified investors, through whom women can invest.

The norms for Accredited Investors (DRAFT, PR No. 12/2021/1/2021/11) only allow women to invest in angel funds, while well-intended, does not encourage and increase the participation of women in the ecosystem—especially for less-wealthy but capable women investors.

Under the new guidelines (DRAFT, PR No. 12/2021/1/2021/10), women can invest in angel funds, and the revised norms for Accredited Investors (DRAFT, PR No. 12/2021/1/2021/11) will allow women to participate in angel funds. These norms are all set to bring in more women investors into the ecosystem and undergo independent verification. While this is a step forward, it is still not enough. Women are still not represented, it inadvertently creates financial barriers, and it does not have a large segment of qualified investors, through whom women can invest.

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Key Eligibility Criteria for Accredited Investors (as per SEBI)



1. Cayati Subramanian, Dr. Divya Rajput & Trupti Soman
Women are Directors of Association of Women in Business (AWIB)



and fundraising support. Association of Women in Business can collaborate with SEBI to drive this movement.

2. Accredited Gender-Diverse Capital: Other regulatory incentives to angel funds at a platform level, making gender diversity in their investment portfolio, especially women. Women hold a smaller share of angel investments, despite being more successful, diverse, and professional.

3. The Inequality: While the investment there has largely been male-dominated, women are still underrepresented in angel investing, especially women. The 4 interviewees invest in AI companies.

4. Women professionals (ICD), doctors, lawyers, engineers, entrepreneurs, and more.

5. Experienced startup mentors or founders.

6. Women-specific angel funds.

7. Women and able to respond to women Yrs-125 funds.

This document contains a paradox:

A woman can now legally invest in a high-risk startup via an Angel Fund, but only if she's worth Yrs-125.

WHY WOMEN'S LEADERSHIP IS STILL AN EXCEPTION, NOT THE NORM

The article examines why women's leadership remains exceptional despite talent, and how mentorship and shared accountability can normalize it.

TO KNOW MORE: [CLICK HERE](#)



Corporate incentives crucial for ONDC's MSME impact

SECOND Opinion

A few years back, when the Open Network for Digital Commerce (ONDC) was first launched, it was expected to break the monopoly of established e-commerce giants and bring in a new era of competition. A few large players have come to dominate the e-commerce space. The ONDC will democratize digital commerce and provide equal opportunities to all segments, especially small retailers and start-ups.

This digital ecosystem, proposed with government support, initially received an overwhelming response, shaking the dominance of a few big players. Since ONDC is a non-profit e-commerce platform, its focus is on maximizing profits, not on profit maximization. It has given a leap compared to platforms like Swiggy or Zomato. In 2022, ONDC began as a pilot project in five states, but quickly it expanded to nearly 600 cities, states, especially from Tier-2 and Tier-3 cities. The number of users has grown by October 2024, and users had reached 6.5 million, but by early 2025,

users had used ONDC for orders, 54 per cent reported poor experiences, and 35 per cent cited bad customer service.

While ONDC offers cheaper products by directly connecting buyers and sellers, its lack of adoption suggests deeper issues.

Limited product availability, poor user-friendliness, and immature rating systems are key problems driving users to other platforms.

ONDC's rapid growth benefits everyone, so the Government must refine its strategy. The Ministry of Commerce and Industry should launch a large-scale campaign to encourage MSMEs, encouraging companies to prioritize purchases from MSMEs via the platform.

In simpler terms, companies should be incentivized to buy goods and services from MSMEs, similar to Medium Enterprises (MSEs) through ONDC.

The Government could introduce an MSME Procurement Incentive Policy for corporates, with key provisions like:

• Tax Benefits: Corporates can get a fixed percentage tax deduction for sourcing from MSMEs via ONDC, and this can be

foster innovation by sourcing from MSMEs.

ESG Goals: Recognize and reward corporates with ONDC to meet ESG (Environmental, Social, and Governance) targets, including setting footprints, promoting sustainability, and supporting marginalized communities.

Reporting & Verification: Establish a tracking mechanism to ensure transparency and accountability in corporate procurement practices.

Implementing such a policy would have multiple benefits as more MSMEs would join the digital ecosystem, boosting economic growth and job creation. Corporations would also benefit from better supply chains, improving their ESG performance.

The supply chain would become more diverse, reduce dependency on big suppliers and fostering innovation. To execute this policy effectively, the Government should engage ONDC, MSEB, and other relevant government agencies to facilitate and support MSMEs in ONDC transactions. Govt bodies should collaborate with other official agencies to provide support and resources to participating MSMEs and corporates. They should develop a monitoring mechanism to assess the policy's impact on MSMEs and corporates, not only on ONDC's adoption but also on its impact on the ecosystem where both MSMEs and corporates interact.

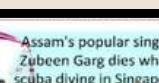
Why Education Must Lead to Employment for Women in India

The article highlights the gap between women's education and employment in India, calling for accountability and stronger career pathways to ensure real economic participation.

TO KNOW MORE: [CLICK HERE](#)



Assam's popular singer Zubeen Garg dies while scuba diving in Singapore



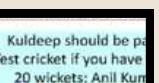
China Taliban reject Trump's plan to reclaim key Afghan air base near Chinese border



Kuldeep should be paid test cricket if you have 20 wickets: Anil Kumble



Should RWAs Have Mandatory Representation for Women, Just Like Panchayats?



By Trupti S. Soman

Decision, leaving this justifies the best representation. India has 14% assemblies with women members. Let's make it 25%—we let's repeat this.

Why This Ref? Urban India grows, and g

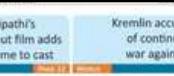
PROTECTING INCLUSION IN INNOVATION

The Article highlights how Sebi's new Angel investing norms affect first-time women investors and the importance of women's participation for a diverse, resilient start-up ecosystem.

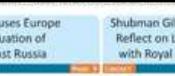
TO KNOW MORE: [CLICK HERE](#)



Shweta Tripathi's production debut film adds Tillotama Shome to cast



Kremlin accuses Europe of continuation of war against Russia

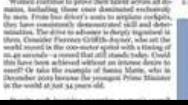


Shubman Gill and Team Reflect on Lord's Loss with Royal Company

Why Women's Leadership Is Still an Exception, Not the Norm – A Wake-Up Call for a Balanced Society

Women in leadership would be most fulfilling for the growth of programs and the development of the organization. This perception is often reinforced, with contributions being undervalued. Yet, when we analyze the data, women and all minorities are underrepresented in leadership positions. In fact, they are underrepresented in every field, from technology to science, and in every industry. Women are not the only ones who are underrepresented in leadership positions. Men are also underrepresented in leadership positions, particularly in executive roles. Women's representation falls in a similar story. According to a Deloitte report, women make up 45% of the global workforce, but only 35% of managers are women, and slightly higher at 38% in tech. Women's representation in executive positions—both in government and in business—is still low, despite significant strides made in recent years.

By CA. Trupti S. Soman



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In India, participation of women in top roles has increased over the years. According to a report by Thomson, women's participation in executive positions was 30.4% in 2022, despite a slight dip in 2021. This is a significant increase from 2019, when it was 28.4%.

Even though India's gender gap is narrowing, there is still a long way to go. Women's representation in executive positions is still low, despite significant strides made in recent years.

CORPORATE INCENTIVES ARE CRUCIAL FOR ONDC'S MSME IMPACT

The article explains how mentorship, skilling, logistics, and corporate support can make ONDC a powerful enabler for MSMEs and women-led businesses.

TO KNOW MORE: [CLICK HERE](#)



Why education must lead to employment for women in India

Despite notable progress in female literacy and higher education, women's participation in the Indian workforce remains alarmingly low. According to the Women Empowerment Principles (WEP), female literacy

dramatically to just 13 per cent in leadership. This gender imbalance not only reflects deep-rooted structural issues but also poses a significant roadblock to India's aspiration of becoming a developed nation, or Viksit Bharat.

SHOULD RWAS HAVE MANDATORY REPRESENTATION FOR WOMEN, JUST LIKE PANCHAYATS?

The article highlights how RWAs remain exclusionary and advocates for mandatory women's representation to build safer, inclusive, and accountable communities.

TO KNOW MORE: [CLICK HERE](#)



COMMUNITY LEADERSHIP PROGRAM

LEADERS TO COMMUNITY CATALYSTS

The community leadership program is a 60-hour internship that develops campus leaders into community changemakers through training, projects, and mentorship.



100+ students trained and equipped with skills for future leadership roles.

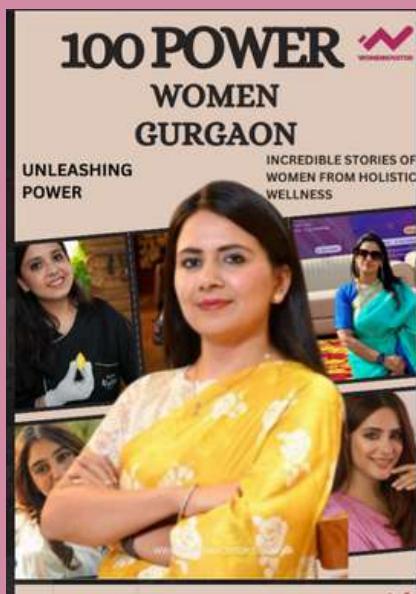


COMMUNITY LEADERSHIP PROGRAM

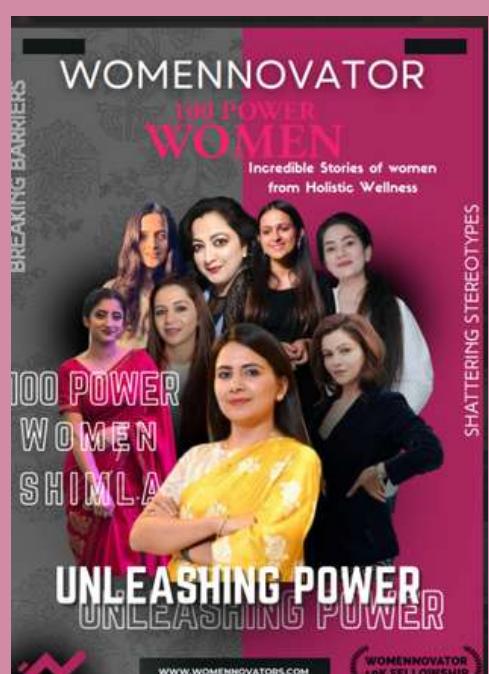
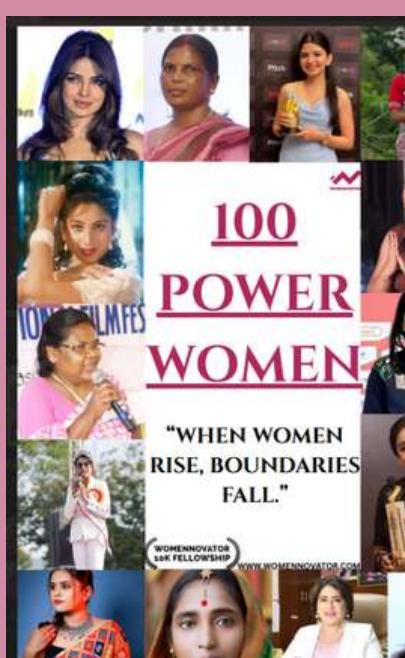
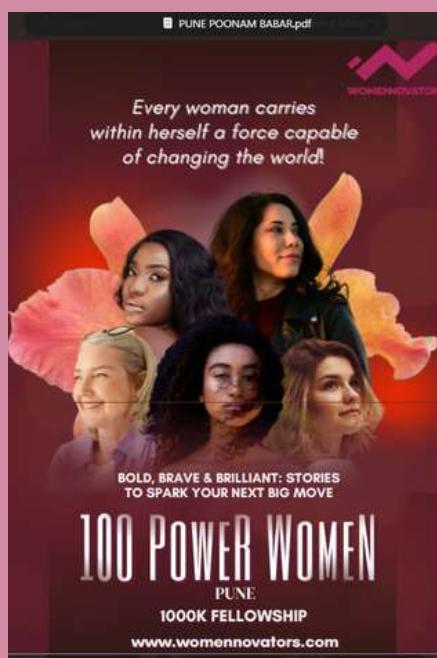


100 POWER WOMEN MAGAZINE

Delhi | Entrepreneurs
Mumbai | Finance & Business Leaders
J Legal & Policy Leaders
Kolkata | Education & Academia
Hyderabad | Startup & Innovation Leaders
MSME & Manufacturing Leaders
Chandigarh | Social Impact Professionals



As part of the program, students curated **50+ magazines** featuring grassroots stories and diverse leaders, gaining hands-on experience in research, storytelling, and collaboration.



COLLABORATIVE EVENTS



The event united **women entrepreneurs** to celebrate leadership, impact, and sustainable brands.



The event brought together **Education leaders** to emphasise purpose-driven learning, leadership, and resilience—especially empowering women and girls to create lasting impact.



[Read more](#)



The event united women **entrepreneurs** to celebrate leadership, impact, and sustainable brand-building through meaningful conversations.



[Read more](#)

100 POWER WOMEN ARCHITECTS AND DESIGNERS AWARD



The event honoured **100 women** leaders transforming India's architecture and design landscape, celebrating collaboration, innovation, and inclusive futures.

READ MORE:
CLICK HERE



100 POWER WOMEN HEALTHCARE PROFESSIONALS AWARD



The event celebrated women driving innovation and leadership in **Healthcare**, supported by a strong community of experts and changemakers.



READ MORE:
CLICK HERE



NETWORKS TO NET WORTH

ACROSS MORE THAN 30 COLLEGES



ICAI - DUBAI (UAE) CHAPTER



CHRIST UNIVERSITY, DELHI NCR



SGT UNIVERSITY



QUANTUM UNIVERSITY



SPARSH GLOBAL BUSINESS SCHOOL



SUCCESS STORIES



IndianOil

Name - Ankita Somani
Company Name- Balaji Steel
Drums and Barrels
Deal Type- Oil Drums
Product- Drums and Barrels
Deal Amount- ~ INR 7 cr.



Name - Hina Gupta
Company Name- MGCS-HVAC
Technology Company
Deal Type- HVAC
Product- HVAC
Deal Amount- ~ INR 1 Cr.



Name - Neha Khajuria
Company Name- The Art Registry
Deal Type- Corporate Gifting
Product- Paintings
Deal Amount- ~ INR 4 L.

SUCCESS

STORIES



Name - Akshi Khandelwal
Company Name- Sowfresh
Deal Type- Corporate Gifting
Product- Organic Products
Deal Amount- ~ INR 2 L.



Name - Anamika Pandey
Company Name- Naario
Deal Type- Corporate Gifting
Product- Healthy Millet Snacks
Deal Amount- ~ INR 1 L.



Name - Akshi Khandelwal
Company Name- Butterfly Ayurveda
Deal Type- Corporate Gifting
Product- Healthy Snacks and Cookies
Deal Amount- ~ INR 0.5L.



BILL & MELINDA
GATES foundation

UPCOMING TEDX TALK



TEDx Greenfield

IDEAS CHANGE EVERYTHING

LIMITLESS



3RD
JANUARY
2026

03 PM
ONWARDS

VENUE

THYME HALL

SPEAKER

TRIPTI
SOMANI

STAY
TUNED

FESTIVALS



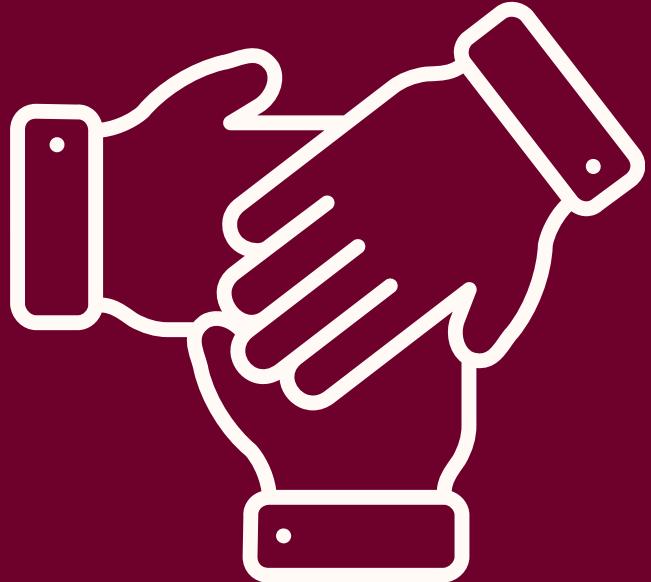
WHERE WORK MEETS FUN



Get Involved

Join the movement!

Womennovator is built by women, for women. Here's how you can contribute:



Become A Mentor

Inspire.Guide.Empower. Become a Womennovator Mentor today.

[Register Now!](#)

Become A Sponsor

Support women-led innovation become a Womennovator sponsor and amplify impact globally.

[Register Now!](#)

Become A Speaker

Share your story, spark change, become a Womennovator Speaker.

[Register Now!](#)

Volunteer with Us

Join our events, newsletter and gain experience.

Email: contact@womennovators.com

Lets Stay Connected!

Stay informed, stay inspired, stay in action:



WhatsApp Community:
womennovator.com/whatsapp



Instagram: [@womennovator](https://www.instagram.com/@womennovator)



Website:
www.womennovators.com
YouTube: Womennovator Official
LinkedIn: Womennovator