

Internship Report

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(MBA)

in

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by

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I shall strive to use these gained skills in the best possible way and will continue to work upon their improvement, in order to attain my desired career objectives.

Sincerely,

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MBA Hospital and Health Management (2nd Year)

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Introduction

National Institution for Transforming India, better known as NITI Aayog, was formed via a [resolution of the Union Cabinet on 1 January 2015](#).

NITI Aayog is the premier policy think tank of the Government of India, providing directional and policy inputs. Apart from designing strategic and long-term policies and programmes for the Government of India, NITI Aayog also provides relevant technical advice to the Centre, States, and Union Territories.

The [Governing Council of NITI Aayog](#) is chaired by the Hon'ble Prime Minister and comprises Chief Ministers of all the States and Union Territories with legislatures and Lt Governors of other Union Territories. The Governing Council was reconstituted vide a notification dated 19 February 2021 by the Cabinet Secretariat.

The Government of India constituted NITI Aayog to replace the Planning Commission, which had been instituted in 1950. This step was taken to better serve the needs and aspirations of the people. An important evolutionary change, NITI Aayog acts as the quintessential platform of the Government of India to bring the States to act together in national interest, and thereby fosters cooperative federalism.

On 18 September 2021, the Hon'ble Prime Minister approved the reconstitution of NITI Aayog, as under:

1. **Chairperson:** Hon'ble Shri Narendra Modi, Prime Minister of India

2. **Vice Chairperson:** Dr Rajiv Kumar

3. **Full-Time Members:**

- Shri VK Saraswat
- Prof. Ramesh Chand
- Dr VK Paul

4. **Ex-Officio Members:**

- Shri Rajnath Singh, Minister of Defence
- Shri Amit Shah, Minister of Home Affairs and Minister of Cooperation
- Smt. Nirmala Sitharaman, Minister of Finance and Minister of Corporate Affairs
- Shri Narendra Singh Tomar, Minister of Agriculture and Farmers' Welfare

5. **Special Invitees:**

- Shri Nitin Jairam Gadkari, Minister of Road Transport and Highways
- Shri Piyush Goyal, Minister of Commerce and Industry, Minister of Consumer Affairs, Food and Public Distribution, and Minister of Textiles
- Dr Virendra Kumar, Minister of Social Justice and Empowerment
- Shri Ashwini Vaishnaw, Minister of Railways, Minister of Communications, and Minister of Electronics and Information Technology
- Shri Rao Inderjit Singh, Minister of State (Independent Charge) of the Ministry of Statistics and Programme Implementation, Minister of State (Independent Charge) of the Ministry of Planning, and Minister of State in the Ministry of Corporate Affairs

NITI Aayog is developing itself as a state-of-the-art resource centre with the necessary knowledge and skills that will enable it to act with speed, promote research and innovation, provide strategic policy vision for the government, and deal with contingent issues. It is supported by an attached office, Development Monitoring and Evaluation Organisation (DMEO), a flagship initiative, Atal Innovation Mission (AIM) and an autonomous body, National Institute of Labour Economics Research and Development (NILERD).

NITI Aayog's entire gamut of activities can be divided into four main heads:

1. Policy and Programme Framework
2. Cooperative Federalism
3. Monitoring and Evaluation
4. Think Tank, and Knowledge and Innovation Hub

Objectives of Niti Aayog

- To evolve a shared vision of national development priorities, sectors and strategies with the active involvement of States.
- To foster cooperative federalism through structured support initiatives and mechanisms with the States on a continuous basis, recognizing that strong States make a strong nation.
- To develop mechanisms to formulate credible plans at the village level and aggregate these progressively at higher levels of government.
- To ensure, on areas that are specifically referred to it, that the interests of national security are incorporated in economic strategy and policy.
- To pay special attention to the sections of our society that may be at risk of not benefiting adequately from economic progress.
- To design strategic and long-term policy and programme frameworks and initiatives, and monitor their progress and their efficacy. The lessons learned through monitoring and feedback will be used for making innovative improvements, including necessary mid-course corrections.
- To provide advice and encourage partnerships between key stakeholders and national and international like-minded think tanks, as well as educational and policy research institutions.
- To create a knowledge, innovation and entrepreneurial support system through a collaborative community of national and international experts, practitioners and other partners.
- To offer a platform for the resolution of inter-sectoral and inter departmental issues in order to accelerate the implementation of the development agenda.
- To maintain a state-of-the-art resource centre, be a repository of research on good governance and best practices in sustainable and equitable development as well as help their dissemination to stake-holders.
- To actively monitor and evaluate the implementation of programmes and initiatives, including the identification of the needed resources so as to strengthen the probability of success and scope of delivery.
- To focus on technology up-gradation and capacity building for implementation of programmes and initiatives.
- To undertake other activities as may be necessary in order to further the execution of the national development agenda, and the objectives mentioned above.

Objectives of the Internship

1. To understand the working of the government system closely
2. To develop a basic understanding as to how a high level meeting goes about
3. To develop a basic understanding about the project management
4. To learn about the public management
5. To have a hand's on training of the topics taught in course

Vertical Profile (Health Vertical)

The vision of the Health and Family Welfare Division is to provide policy inputs aligned to the National Health Policy 2017 and make India's health sector robust, economically affordable, and accessible.

The Division provides advice and policy guidance to key stakeholders involved in public health development and management. It engages with the Ministries of Health and Family Welfare and AYUSH, the Department of Pharmaceuticals, the National Health Authority, State and local governments. The Division also collaborates with reputed international and national academic institutions, research organisations, development partners and eminent experts to advance the discussion towards making long-term impacts on policy approaches for the public health sector.

Core Functions

To evaluate policies and schemes pertaining to:

- i) Health and family welfare, with a special focus on the National Health Mission (NHM).
 - ii) AYUSH
 - iii) Health research
 - iv) Pharmaceuticals
- To design strategic and long-term policy and programme frameworks and initiatives for improving health access and health outcomes in the sector.

- To engage with relevant Ministries and Departments, examine current policies, strategies and programmes, both at the Central and state levels, and suggest appropriate modifications or mid-course corrections.
- Analyzing and providing comments on various health-sector schemes, programmes, and projects through the appraisal of preliminary project reports; and for proposals under the EFC and SFC. Reviewing and commenting on Cabinet Notes.
- Developing strategy papers on various thematic areas and factors that affect urban health, investment and growth opportunities in health, health finance, and insurance, etc.
- Conducting research and analysis with reputed organisations, academic institutions and development partners and facilitate discussions with eminent experts in the domain of public health management, urban health management, health finance and insurance, medical device manufacturing, etc.

Ongoing projects

1. Increasing access to hospitals in Tier 2 and 3 cities
2. A feasibility study to develop models of urban primary health care delivery under ULBs, with ADB
3. Providing support to States in the upgradation of district hospitals to medical colleges through the PPP mode
4. Integrative Health Policy: The Integrative Health Policy aims to bring best practices of modern medicine and AYUSH systems together to provide comprehensive healthcare to an individual and the community
5. The Health of Our Hospitals: Tracking the Performance of District Hospitals (Round II)

Upcoming projects

1. Health System Learnings for India from Advanced Economies

Services provided by the NITI Aayog

Verticals/Cells

The different verticals, cells, attached and autonomous bodies of NITI provide the requisite coordination and support framework needed to carry out its mandate. The list of verticals and cells is given below.

1. Administration
2. Agriculture and Allied Sectors
3. Aspirational Districts Programme Cell
4. Communication and Social Media Cell
5. Data Management and Analysis, Frontier Technologies
6. Economics and Finance Cell
7. Education
8. Governance and Research
9. Governing Council Secretariat and Coordination
10. Industry-I
11. Industry-II
12. Infrastructure-Connectivity
13. Infrastructure-Energy
14. Natural Resources and Environment, and Island Development
15. Project Appraisal and Management Division
16. Public-Private Partnership
17. Rural Development

18. Science and Technology
19. Social Justice and Empowerment, and Voluntary Action Cell
20. Social Sector-I (Skill Development, Labour and Employment, Urban Development)
21. Social Sector-II (Health and Nutrition, Women and Child Development)
22. State Finances and Coordination
23. Sustainable Development Goals
24. Water Resources/Pradhan Mantri Krishi Sinchayee Yojana/Land Resources

Key Initiatives

1. E-Amrit^[1]

E-Amrit is a one-stop destination for all information on electric vehicles—busting myths around the adoption of EVs, their purchase, investment opportunities, policies, subsidies, etc. The portal has been developed and hosted by NITI Aayog under a collaborative knowledge exchange programme with the UK government and as part of the UK–India Joint Roadmap 2030, signed by the Prime Ministers of the two countries.

E-Amrit intends to complement initiatives of the government on raising awareness on EVs and sensitizing consumers on the benefits of switching to electric vehicles. In the recent past, India has taken many initiatives to accelerate the decarbonisation of transport and adoption of electric mobility in the country. Schemes such as FAME and PLI are especially important in creating an ecosystem for the early adoption of EVs.

NITI Aayog intends to add more features and introduce innovative tools to make the portal more interactive and user-friendly.

2. Women Entrepreneurship Platform (WEP)^[2]

The Women Entrepreneurship Platform (WEP) is a first of its kind, unified access portal which brings together women from different parts of India to build a nurturing ecosystem that

enables them to realize their entrepreneurial aspirations. WEP achieves this by facilitating relevant information and services through key partnerships.

The idea of the Platform was first proposed by Shri Amitabh Kant, CEO, NITI Aayog who announced the WEP at the conclusion of the 8th Global Entrepreneurship Summit(GES) in 2017, to help resolve the information asymmetry that exists in the ecosystem.

As an enabling platform, WEP is built on three pillars- Iccha Shakti, Gyaan Shakti & Karma Shakti

- Iccha Shakti represents motivating aspiring entrepreneurs to start their business 1
- Gyaan Shakti represents providing knowledge and ecosystem support to women entrepreneurs to foster entrepreneurship 1
- Karma Shakti represents providing hands-on support to entrepreneurs in setting and scaling up businesses 1

As an aggregator platform, WEP hosts information and services relevant to women entrepreneurs. WEP enables key partnerships to bring crucial content, workshops, campaigns and other avenues of learning and growth to its users from trailblazers in the industry. Through its partnerships, services are provided in 6 main focus areas:

- Community and Networking
- Funding and Financial Assistance
- Incubation and Acceleration
- Compliance and Tax Assistance
- Entrepreneur Skilling and Mentorship
- Marketing Assistance

For this, WEP encourages entrepreneurs to share their entrepreneurial journeys, stories & experiences to nurture peer learning. All of this is further strengthened by the mentorship of industry players. WEP platform, as a driver of change, will also promote offline initiatives and outreach programmes to promote the entrepreneurial spirit among potential women entrepreneurs, in collaboration with partner organizations.

3. Strategy for New India^[3]

NITI Aayog's comprehensive national Strategy for New India is a detailed exposition of forty-one crucial areas that recognizes the progress already made, identifies binding constraints, and suggests the way forward for achieving clearly stated objectives for 2022-23.

Strategy for New India @75 was released on 19 December 2018 by then Union Finance Minister Shri Arun Jaitley, in the presence of NITI Aayog Vice Chairman Dr Rajiv Kumar, Members Dr Ramesh Chand and Dr VK Saraswat, and CEO Shri Amitabh Kant.

Drawing inspiration and direction from the Hon'ble Prime Minister's clarion call for establishing a New India by 2022, NITI Aayog embarked on a journey of formulating the *Strategy* document in 2017.

NITI Aayog followed an extremely participative approach in preparing the strategy. Each Vertical in NITI Aayog had in-depth consultations with all three groups of stakeholders: business persons, academics, and government officials. This was followed by consultations at the level of the Vice Chairman with a diverse group of eminent persons from seven sets of stakeholders that included scientists and innovators, farmers, civil society organizations, think tanks, labour representatives and trade unions, and industry representatives.

Central Ministries were brought on board for inputs, suggestions and comments, with each draft of individual chapters being circulated for consultations. The draft document was also circulated to all the States and Union Territories from whom valuable suggestions were received and incorporated.

Over 800 stakeholders from within the government—Central, State and District levels—and about 550 external experts were consulted during the preparation of the document.

The overarching focus of the *Strategy* document is to further improve the policy environment in which private investors and other stakeholders can contribute their fullest towards achieving the goals set out for New India 2022 and propel India towards a USD 5 trillion economy by 2030.

Going forward, the private sector, civil society and citizens will be encouraged to draw up their own strategies to complement and supplement the steps outlined in the Strategy document.

The forty-one chapters in the document have been disaggregated under four sections: **Drivers**, **Infrastructure**, **Inclusion** and **Governance**.

4. Methanol Economy

Methanol is a low carbon, hydrogen carrier fuel produced from high ash coal, agricultural residue, CO₂ from thermal power plants and natural gas. It is the best pathway for meeting India's commitment to COP 21.

NITI Aayog's 'Methanol Economy' programme is aimed at reducing India's oil import bill, greenhouse gas (GHG) emissions, and converting coal reserves and municipal solid waste into methanol.

Although slightly lower in energy content than petrol and diesel, methanol can replace both these fuels in the transport sector (road, rail and marine), energy sector (comprising DG sets, boilers, process heating modules, tractors and commercial vehicles) and retail cooking (replacing LPG [partially], kerosene and wood charcoal). Blending of 15% methanol in gasoline can result in at least 15% reduction in the import of gasoline/crude oil. In addition, this would bring down GHG emissions by 20% in terms of particulate matter, NO_x, and SO_x, thereby improving the urban air quality.

Methanol Economy will also create close to 5 million jobs through methanol production/application and distribution services. Additionally, Rs 6000 crore can be saved annually by blending 20% DME (Di-methyl Ether, a derivative of methanol) in LPG. This will help the consumer in saving between Rs 50-100 per cylinder.

The Bureau of Indian Standards has notified 20% DME blending with LPG, and a notification for M-15, M-85, M-100 blends has been issued by the Ministry of Road, Transport and Highways. Test standards and plans for the M-15 blend are being evolved in consultation with the Indian Oil Corporation Limited, Automotive Research Association of

India and Society of Indian Automobile Manufacturers. In the railway sector, RDSO is working towards blending methanol in the range of 5-20% through direct fuel injection in locomotives.

On 5 October 2018, Assam Petrochemicals launched Asia's first canister-based methanol cooking fuel programme. This initiative is an extension of our Hon'ble Prime Minister's vision of reducing the import of crude oil and striving towards the provision of a clean, cost-effective and pollution-free cooking medium. Methanol stoves can result in at least 20% savings for households. After the success of the pilot, the methanol cooking programme was scaled up to 1,00,000 households in the States of Uttar Pradesh, Maharashtra, Gujarat, Telangana, Andhra Pradesh, Goa, Karnataka, Jharkhand and Manipur.

Five methanol plants based on high ash coal, five DME plants, and one natural gas-based methanol production plant with a capacity of 20 MMT/annum, in a joint venture with Israel, have been planned to be set up. Three boats and seven cargo vessels are being built by the Cochin Shipyard Limited for Inland Waterways Authority of India to use methanol as a marine fuel.

Thermax Ltd has successfully developed a 5 KW methanol-based reformer on a Direct Methanol Fuel Cell (DMFC). This module is being tested to replace DG sets in mobile towers. For direct electricity generation, Kirloskar Oil Engines Ltd has converted a 5 KW generator set to run on 100% methanol. Kirloskar is working towards converting generator sets of 150-300 KVA/KW capacity, in collaboration with Dor Chemicals, Israel.

Under R&D, work is in progress to set up coal-to-methanol plants in the country using indigenous technology, which is being developed by BHEL (Hyderabad and Trichy), Thermax, and IIT Delhi. Thermax and IIT Delhi are working on a TPD demonstration plant, while BHEL Hyderabad and Trichy are working on 1 TPD and 40 TPD demonstration plants, respectively.

An R&D project has also been sanctioned by the Department of Biotechnology to IISc Bengaluru and Praj Industries Pune for the production of methanol from biomass. Phase-I of the production of syngas from biomass was demonstrated in January 2019.

5. Transforming India's Gold Market^[4]

A committee on 'Transforming India's Gold Market' was constituted by NITI Aayog to recommend measures for tapping into the potential of the sector and provide a stimulus to exports, economic growth and employment.

The committee brought together diverse stakeholders, including relevant Ministries/Departments of the Government of India, Reserve Bank of India, industry associations and academia, to look into various aspects of the gold market.

The committee had in-depth consultations with a wider group of stakeholders, through subgroups formed on distinct themes pertaining to the gold market. It also deliberated upon the current status of the gold market as well as on its issues, challenges and opportunities. The committee also discussed the strategic policy impetus required to improve exports, generate employment, expand outreach of the gold monetisation scheme and boost the domestic supply of gold.

[A report titled 'Transforming India's Gold Market'](#) was finalised and submitted to the Government for consideration in February 2018.

The major recommendations of this committee deal with five focus areas. These are:

- Make in India in Gold
- Financialisation of Gold
- Tax and Duty Structure
- Regulatory Infrastructure
- Skill Development and Technology Upgradation

The report provides a robust foundation for realising the policy intent stated in the Union Budget of 2018-19, for developing a comprehensive gold policy.

Aspirational Districts Programme

Launched by the Hon'ble PM in January 2018, the Aspirational Districts programme aims to quickly and effectively transform 112 most under-developed districts across the country. The broad contours of the programme are Convergence (of Central & State Schemes),

Collaboration (of Central, State level ‘Prabhari’ Officers & District Collectors), and Competition among districts through monthly delta ranking; all driven by a mass movement.

With States as the main drivers, this program focuses on the strength of each district, identifying low-hanging fruits for immediate improvement and measuring progress by ranking districts on a monthly basis. The ranking is based on the incremental progress made across 49 Key Performance Indicators (KPIs) under 5 broad socio-economic themes - Health & Nutrition, Education, Agriculture & Water Resources, Financial Inclusion & Skill Development and Infrastructure. The delta-ranking of Aspirational Districts and the performance of all districts is available on the Champions of Change Dashboard.

The Government is committed to raising the living standards of its citizens and ensuring inclusive growth for all – “**Sabka Saath Sabka Vikas aur Sabka Vishwas**”. To enable utilization of their potential, this program closely focuses on improving people’s ability to participate fully in the burgeoning economy. Districts are prodded and encouraged to first catch up with the best district within their state, and subsequently aspire to become one of the best in the country, by competing with, and learning from others in the spirit of competitive & cooperative federalism.

NITI Aayog works closely with the respective line Ministries and various development partners to fast-track progress at the district level. Various programmes such as – Saksham Bitiyan Abhiyan, Anemia Mukta Bharat and Surakshit Hum Surakshit Tum, are some of the flagship initiatives that have been taken up by NITI Aayog in this regard. The districts are also encouraged to develop and replicate best practices that drive improvement across the socio-economic themes.

Another focus of the programme is to further dive into the progress at the block-level within each district. The districts are encouraged to monitor the progress of the blocks that lead to the overall improvement of the district.

The Aspirational Districts Programme essentially is aimed at localizing Sustainable Development Goals, leading to the progress of the nation.

Atal Innovation Mission (AIM)

Atal Innovation Mission (AIM), NITI Aayog is Government of India's flagship initiative to promote a culture of innovation and entrepreneurship in the country and was setup in 2016. Towards this end AIM has taken a holistic approach to ensure creation of a problem-solving innovative mindset in schools and creating an ecosystem of entrepreneurship in universities, research institutions, private and MSME sector. All the initiatives of AIM are currently monitored and managed systematically using real-time MIS systems and dynamic dashboards. AIM is also currently having its programs reviewed by third party agencies for ensuring continuous improvements.

Atal Tinkering Labs - at school level

Over the last 4 years, AIM has launched the Atal Tinkering Lab (ATL) program. ATL is a state-of-the-art space established in a school with a goal to foster curiosity and innovation in young minds, between grade 6th to 12th across the country through 21st century tools and technologies such as Internet of Things, 3D printing, rapid prototyping tools, robotics, miniaturized electronics, do-it-yourself kits and many more. The aim is to stimulate a problem-solving innovative mindset within the children of the ATL and nearby communities. Till date, AIM has selected 10,000 schools in 680+ districts of the country for the establishment of ATLs. More than 7000 schools are funded till now and over 2 million students have access to ATLs.

Atal Incubation Centres - "An ecosystem of Startups and Entrepreneurs"

To create an ever-evolving ecosystem of start-ups and entrepreneurs, AIM has been establishing world class incubators called Atal Incubation Centres (AICs) at universities. Institutions and corporates among others. These Centres aim to foster and support world class innovation, dynamic entrepreneurs who want to build scalable and sustainable enterprises. Till date AIM has successfully operationalized 68+ Atal Incubation Centres with universities / institutions / private players and each of the AIC believes to foster creation and nurturing of about 50+ world class Startups every four years. The AIC supports the incubated startups by providing technical facilities, resource-based support, Mentorships, funding support, partnerships and networking, co-working spaces and lab facilities among others. So far 1800+ operational startups have been supported by these AICs of which 500+ startups are women led and have created 15,000+ jobs in the ecosystem.

Atal Community Innovation Centres - serving Unserved and Under-Served regions of India

To promote the benefits of technology led innovation to the unserved/underserved regions of India including Tier 2, Tier 3 cities, aspirational districts, tribal, hilly and coastal areas, AIM is setting up Atal Community Innovation Centres with a unique partnership driven model wherein AIM would grant upto Rs 2.5 crores to an ACIC subject to a partner proving equal or greater matching funding. Over 650+ Applications have been received from across the country and 50+ ACICs will be established during the next two years. Currently, 24 ACIC applications are undergoing due diligence and upon clearance they shall be established by March 2021.

Atal New India Challenges - Product and Service Innovations with National Impact

To create product and service innovations having national socio-economic impact, AIM has launched over 24 Atal New India Challenges in partnership with five different ministries and departments of central government. 52 applicants were shortlisted for grant in aid support and hand holding by Incubators / mentors of AIM out of 950+ applications received for the same. 13 innovations have been supported with grant-in-aid till date and others are undergoing due diligence process.

ARISE ANIC challenges - to stimulate start-up/ MSME industry innovation

To promote innovation in a phased manner in the MSME/Start-up sector AIM has launched 15 ARISE-ANIC challenges along with partner Ministries (Ministry of Housing and Urban Affairs, Ministry of Health and Family Welfare, Indian Space Research Organisation, Ministry of Defence and Ministry of Food Processing Industries) to improve research capabilities in the start-up and MSME eco system. As part of this deserving ideas will be converted to viable innovative prototypes followed by product development and commercial deployment. 160 applicants have been shortlisted and are currently undergoing evaluations.

Mentor of Change (Mentorship and Partnerships - with Public, Private sector, NGOs, Academia, Institutions)

To enable all the initiatives to succeed AIM has launched one of the largest mentor engagement and management program "Mentor India – The Mentors of Change". To date AIM has over 10000+ registrations nationwide on the AIM INNONET portal with 4000+ of them allocated to ATLs and AICs

Key activities/ Projects undertaken

Topic of the project- Proposal for the policy making on the organ donation, transportation and transplantation briefing

Key Activities done

1. Meeting with DCP Traffic regarding the Green Corridor - 4th April 2022
2. Meeting on Post Graduate program on Family Medicine – 7th April 2022
3. Proposed NOTTO Reforms formed by the Niti Aayog- 8th April 2022
4. Meeting with NOTTO director and staff regarding the proposed NOTTO reforms- 11th April 2022
5. Meeting with Joint Secretary Health and NOTTO regarding the proposed NOTTO reforms- 21st April 2022
6. Meeting with Member Health Niti Aayog ,Health Ministry and NOTTO regarding the present status of the Organ donation and transplantation by the NOTTO team- 2nd May2022
7. Meeting with DCP Traffic and NOTTO on Green Corridor and strengthening of the police professionals on the organ donation- 9th May 2022
8. Stakeholder meeting with NOTTO regarding the organ box designing- 10th May 2022
9. Final dissemination workshop on ‘Cities as Engines of Growth’ - Strengthening the states for Broad Based Urban Development by Niti Aayog and Asian Development Bank- 18th May 2022
10. Proposed changes to the Transplantation of Human Organ Act and Rules
11. Creation of SOP for the transportation of the organ by the various ministries i.e. Ministry of defence, Ministry of Home Affairs, Ministry of Housing and development, Ministry of railways, Ministry of Civil Aviation, Ministry of Road Transport & Highways.
12. Creation of OKR (Objectives and Key Results)
13. Meeting with NHA and stakeholder on the Redevelopment of the NOTTO website 2.0- 29th June 2022

Note- All the meetings mentioned above were high level and are confidential.

Key learning's from Internship

- ⦿ Influenced the people of my social group regarding the organ donation
- ⦿ Dilemma and myths towards the organ donation rectified with this projects
- ⦿ People management
- ⦿ Attention to details
- ⦿ SOPs formulation
- ⦿ Work independently
- ⦿ Walk through the thoughts of person before giving decision
- ⦿ Impact speaks more than your efforts
- ⦿ Your energy introduces before you speak

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