

PRAXIS
ANNUAL REPORT
2013-2014

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FROM THE CEO



Tom Thomas,CEO

The past year has offered spaces for consultations with the community within the broader scope of framing a post-2015 development agenda. There has been a marked shift from the top-down manner in which the Millennium Development Goals were evolved. Negotiations, thus far, have been consultative, even if mediated by civil society organisations.

In this context, a series of efforts undertaken by Praxis under the Voice for Change initiative aimed to push participation to the next level of direct talk by people living in poverty and facing marginalisation. This was done through participatory videos, digital stories, participatory research and facilitating a Ground-Level Panel of people living in poverty and exclusion to comment on the United Nations High-Level Panel's development goals and come up with their own alternatives.

What emerged is a wealth of inspiring, deep and not always inward looking recommendations that reiterate the need to incorporate the views of excluded groups while building the case for alternative development agenda of the people. Equity and equality stand out as the core of people's concern. There is the demand to move the focus from providing basic needs of food, clothing, education, health, livelihood and housing through universal goals to addressing structural barriers that prevent access to them.

Praxis joined hands with other organisations to facilitate interactions across continents, bringing the urban poor in Chennai and Nairobi to discuss their experiences and possible areas of action.

However, as with all frameworks, there is the concern that participation and people's voices may become rhetoric, rather than the mainstay of the development agenda. There is the need to ensure that this opportunity does not slip into another missed chance at deepening democracies through participation.

The way forward is one that ensures participation, not only of hitherto excluded groups, but also of ignored populations such as children and youth. The role cannot be limited to framing targets or setting goals, but has to be a more active role in framing, rolling out and monitoring. This will not only make the targets more achievable, but also raise the self-esteem of communities, an essential factor to help them stay out of poverty and better theirs and their communities' lives. It would require a participation that moves out

of invited space¹ and can challenge and change the way production relations are tilted in favour of the elite, a participation that can subvert the power equation in favour of the poor and a participation that can also challenge and make consumption more equitable. To quote Thomas Isaac, ex-finance minister of Kerala, “engage at ‘empowered deliberative democracy’ in an attempt to produce superior outcomes to a traditional representative-techno bureaucratic democracy”, in promoting equity and improving the quality of citizenship, to keep the government accountable, the state equitable and society alive and kicking.

Within the current political environment where the government-corporate nexus threatens to flourish to the exclusion of all other interests, the need for an empowered citizenry that resists, questions and responds to any attempt at divisiveness is as, if not more, relevant. To this end, it is imperative that we stand steadfast with other like-minded individuals and groups and pave the way for greater participation of the community in every aspect of democracy.

¹ John Gaventa, Power Cube - <http://www.powercube.net>

TOWARDS AN INCLUSIVE WORLD

Praxis-Institute for Participatory Practices engages with marginalised communities and contexts aimed at addressing growing inequities. It works from the fundamental belief that the voices of the most oppressed and marginalised need and deserve to be heard in the corridors of power. These voices carry a tremendous potential for subversion of the prevailing order and the rehabilitation of a more inclusive social structure. Towards that end, over the past year, Praxis has been working with different communities and institutional systems to strengthen the voices of the most marginalised in the contexts that they have been excluded from.

Praxis operates through its fundamental commitment to participatory development. The belief that sustainable development is possible only through participative techniques and involvement translates into engagement with excluded communities that have been traditionally left out of development initiatives.

As the global humanitarian effort gears itself to reconsider its priority for humanity as a whole in context of the Millennium Development Goals lapse in 2015, the idea gaining centrality is that no one should be left behind.

The past year saw continued dialogue with groups such as women and children, sexual minorities, sewage workers, tribals, rural poor and citymakers and a deliberate attempt to remove the via medium in development discourse. Joining hands with global initiatives to mainstream the voices of the poor in post-2015 development debates, Praxis contributed in many ways to creating spaces where excluded communities could interact with the 'sector experts', planners and development specialists, by facilitating participatory research and by capacity building to produce audio-visual content to enhance the reach of the communities.

The activities of the past year have been a reiteration of our belief that the community is not a beneficiary, but an active agent of change.

Praxis was involved in action research and advocacy efforts looking at ways in which the voices of subverted groups can be mobilised for equitable change. Praxis contributed towards building institutional capacities via auditing existing frameworks and looking for gaps in the same by engaging with communities as diverse as corporate bodies and rural populations.

Following is a brief look at some of our work in this journey towards an inclusive world. For a detailed list, kindly refer to the annexure.

ADVOCAY: FACILITATING COMMUNITY ENGAGEMENT IN GLOBAL DEVELOPMENT DEBATES

The needs of communities at the margins remain unaddressed and unarticulated because there is often limited and restricted space for expression. And when there is the space, it turns out to be a representative space where either the voices of the marginalised are showcased by the more powerful voices within the community or by external entities.

In a bid to challenge the existing status quo, Praxis undertook an initiative – [Voice for Change](http://www.praxisindia.org/VoiceForChange.php) (<http://www.praxisindia.org/VoiceForChange.php>) – aimed at creating spaces where communities hitherto excluded could interact with decision-makers directly. The objective of such an initiative was to foster advocacy for positive change by initiating a dialogue between the most oppressed and those in the corridors of power. It played a significant role in the currently on-going process revolving around the global discussions on the framework that will replace the Millennium Development Goals.

The Voice for Change initiative aimed at making voices from the ground resonate in and influence global policy spaces through three main forms – participatory research, audio-visual methods and a Ground-Level Panel.

Participatory Research

Praxis facilitated participatory research with different marginalised groups including, but not limited to, sexual minorities, urban poor, children and sewerage workers. Through the research, the communities looked at the circumstances they live in, analysed the various issues that they encountered everyday and evolved development goals for the future based on their experiences. The research rests on the premise that marginalised groups are experts in their own right because of the exclusion they have experienced and hence, there should be a space for them to engage in decision-making on development issues.

The process gave rise to the Voice For Change series.

1. *Voice for Change: Collective Action for Safe Spaces by Sex Workers and Sexual Minorities* – A narrative of issues faced by sex workers and sexual minorities in Tamil Nadu and Maharashtra
2. *Voice for Change: City-Makers Seeking to Reclaim Cities They Build* – A narrative of issues faced by city-makers in Chennai and Delhi, the book looks at problems of slum dwellers, people living in streets and in relocation sites in Chennai and of the homeless living in shelters and in slums in Delhi.
3. *Voice for Change: Sewerage Workers Negotiating Caste, Dignity and State Apathy* – A narrative of issues faced by sewerage workers in Delhi, focusing on the plight of contract workers and the impact of the work and living conditions on health, livelihood and well-being.

Audio-Visual Processes

Taking forward the success achieved by the transgender and sexual minority community in reaching out to the world through videos made by them in 2012, Praxis facilitated participatory video processes with three different community groups.

Urban poor living in different situations of alienation caused by large-scale urban development – such as slums, homeless, those living relocation sites or urban shelters and those shunned to the streets – contribute to structures and services that make cities sustainable. These communities are however; often side-lined from the same cities they help to build.

Similarly, sewerage workers have faced the twin blows of caste discrimination and unaccountable administration, exposing them to hazardous work conditions, ill health and lack of support systems. The redress mechanisms are in a shambles and despite favourable court rulings, there has been little change in ground reality.

Another group that is often left out of development debates, more than their adult counterparts are children, especially those belonging to marginalised groups such as those living in slums and Adivasi children. Their opinions are subsumed within the understanding that adults know best and are often not even considered worthy of inclusion in participatory exercises.

Praxis engaged with these communities who articulated their positions and demands through participatory videos and digital stories. They used audio-visual medium to make direct contact with those in power and break down the communication barrier.



Digital Story Telling process under way at the Kalinga Institute of Social Sciences



A woman speaks to the camera during a participatory video process

Ground-Level Panel

Furthering its journey towards an inclusive world where no one gets left behind, Praxis hosted a Ground-Level Panel (GLP). The GLP consisted of 14 people facing poverty and exclusion, who came together to deliberate on the United Nations High-Level Panel Report and make recommendations for the post-2015 development agenda. The panellists were from different marginalised communities who were not part of any government, private or non-governmental organisations or associated with any political parties or trade unions. They provided a 'ground-level' reality check to the High-Level panel, headed by the Prime-Ministers of UK, and Presidents of Indonesia and Liberia, from the standpoint of their day-to-day experiences.

Reach of the initiative

The Ground-Level Panel shared its experiences and the process of goal formation at a forum attended by other marginalised groups, civil society representatives, members of the Planning Commission, media persons and interested individuals. Attendees included Dr Syeda Hamid, member of the Planning Commission, Aruna Roy, RTI activist, and Vinod Mehta, journalist among others.

The goals of the Ground-Level Panel have been shared at forums across the world including, but not limited to a meeting organised by the Australian Council for International Development; a presentation titled 'Knowledge from the margins: Post 2015 and Participatory Governance' at the Commonwealth People's Forum, part of CHOGM2013; a presentation on 'Making Evaluations Empowering' to the United Nations Evaluation Development Group for Asia and the Pacific (UNEDAP) at Bangkok; and a United Nations side-event.

One of the panellists was part of a Post-2015 Open Working Group webinar, where she shared her experiences on issues of gender and sexuality and the Ground-Level Panel's goals regarding the same.

Members of the urban poor community in Chennai interacted with their counterpart in Kenya, sharing experiences and learnings and aspirations for the future.

For updates, visit our [blog](http://post2015voices.wordpress.com) (<http://post2015voices.wordpress.com>)



Planning Commission member Syeda Hameed speaks as the panelists listen



A guest sees the exhibition put up by the Ground-Level Panel



A video conferencing between urban poor members in Chennai and Nairobi

ACTION RESEARCH: CREATING SPACES FOR MAKING COMMUNITIES VOICES HEARD AND ACTED UPON

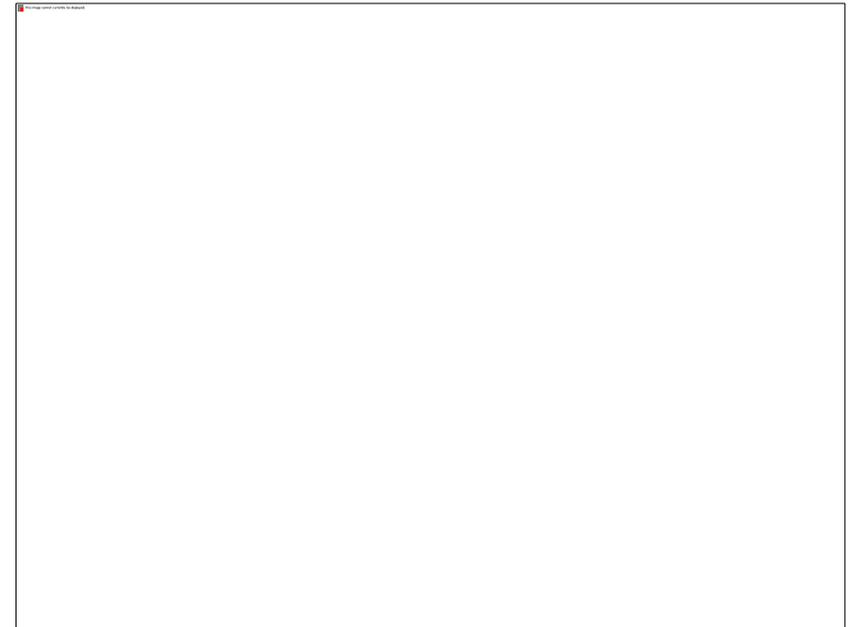
Praxis recognises that some communities are disadvantaged by the prevailing social structures, which should be challenged and engaged with to bring such communities into more inclusive spaces. To that end, Praxis undertook projects with such groups, focusing on various aspects of the prevailing inequities in each of them.

Women

Gender rights in India have always been a site for patriarchal subversion and violence, both explicit and innate. Praxis engaged with organisations working on identifying this narrative of violence subjected onto women in various theatres of social life and enable it to be brought about a different discourse of the experienced social reality.

In states having declining or low sex ratio, Praxis engaged in studies to understand the cultural and social fabric of the region as well as success of programmes aimed to reduce sex-selective elimination and increase value for the girl child. Praxis conducted a baseline study for Breakthrough to assess the knowledge and attitude among community members on the issue in Jhajjar and Sonapat districts of Haryana. The study employed a combination of participatory tools, and engaged in individual interviews and group processes with men, women, medical professionals, field-level functionaries, NGOs and the media. Praxis also evaluated the Let Girls Be Born programme of Plan India in Bihar, Delhi, Jharkhand, Rajasthan, Uttarakhand and Uttar Pradesh. The evaluation looked at the community structures activated by the programme to create spaces for discussion on the problem of declining child sex ratio, in addition to training and sensitising government functionaries and the media on acting on the issue.

The subjugation of women within the patriarchal setup also has a critical economic perspective. The financial dependence of the women on the men of the household plays a key role in limiting the opportunities of empowering women to claim their own rights. Attempts to empower women in this arena inevitably lead to attempts to subvert such efforts from patriarchal institutions. In this context, any policy interventions aimed at enabling women financially have to be evaluated to ensure that they deliver on their promise. Praxis undertook the impact assessment study for the Jeevika Bihar Rural Livelihoods Promotion. Under this intervention, the state has been able to organise over 90000 women into self-help groups (SHGs). The focus of Praxis' study is mainly on Jeevika office bearers to get a broad picture of the factors hindering or promoting change and getting a sense of some new entry points for the subsequent cycles of the programme itself. In the Manoharpur block of West Singhbhum district in Jharkhand, women who



Women in Jharkhand take part in an evaluation of Plan India's Let Girls Be Born programme

come from some of the most marginalised backgrounds were empowered by training as Barefoot Solar-Engineers (BSEs) by Barefoot College, Tilonia, and Antyodaya Lok Karyakram. Praxis was engaged to study the efficacy of the process of capacitation of women BSEs and examine the quality and impacts of the solar electrification initiative, from the perspective of key stakeholders of the initiative. This study enabled a better understanding of how marginalised women can be brought into the fold of economic empowerment.

Children

Children as a community are not seen as being in a position to organise collectively and demand changes that they need or even be capable of understanding what is best for them. They are seen as solely dependent on the adults around them, be it parents, teachers, or other community elders. This renders the voices of children particularly susceptible to appropriation by the agenda of the adults. This happens despite the fact that children are a significant part of the urban population as well as engage with city geographies in a big way.

To give voices to the children's concerns within the urban development context, Praxis partnered with Bernard Van Leer Foundation (BvLF) to engage with children from economically challenged backgrounds to better articulate their anxieties and demands pertaining to city spaces that they consider unsafe. The exercises saw children raise issues that in urban planning that were a challenge not only for themselves, but also other marginalised groups like people with disability, pregnant women and the elderly. They not only pointed out the shortcomings in services, but also shared alternate plans for development. The exercises were part of a wider study aiming at participatory creation of urban safe spaces for children. The study looks at giving urban planning a child centric approach and institutionalising child participation to ensure that one of the largest components within the country are not left out of decision-making spaces.

The study looks at eight main spaces:

- Housing
- Sanitation
- Water
- Open Spaces
- Education
- Road & Transport
- Air and Soil
- Power



A resource map made by children living in urban slums



An illustration of an ideal house drawn by children living in urban slums in Delhi

In each of the spaces, the study examines the provisions within urban development schemes such as the Jawaharlal Nehru National Urban Renewal Mission and the Rajiv Awas Yojana, and informs the same with perspectives of children on the issues they encounter and the aspirations they hold. A national consultation saw sector experts, urban planners and civil society activists interact with children, consolidating a body of good practices alongside children's voices. To further the process, children made a participatory video as well as some digital stories to document the issue from their perspective.

The film made by children may be viewed online here (<http://tinyurl.com/m6jrrxh>)

Similarly, in the case of young infants, there is an actual need to engage with authorities responsible for providing them services and demanding rights due to them. The Integrated Child Development Services (ICDS) scheme of the Government to provide for the nurture and care of unborn babies and young infants lies in one such area. The rights of the child are inextricably linked with the rights and entitlements provided to its mother insofar, it becomes a matter of both child and women's rights. Praxis was a part of the evaluation of the pilot phase of NEG-FIRE's Community Watch initiative in which community volunteers were trained and encouraged to activate a community-based monitoring of ICDS services, leading to increased awareness about and accessing of the facilities and positive change in early childhood care and development of children. The study evaluated Community Watch in Araku, Andhra Pradesh; Pratapgarh, Madhya Pradesh and Koraput, Orissa.

Dalits and Adivasis

One of the most poignant narratives of marginalisation and exclusion is of Dalits and Tribals who have been pushed to the fringes of society for millennia by active discrimination and subjugation. Attempts to address the social balance often result in backlashes on the community. These backlashes take the form of social, financial and cultural restrictions, and can, on occasions, lead to bloodbaths. One such massacre took place in 'Laxamanpur Bathe', a village in erstwhile Jahanabad district of Bihar on 1 December 1997. To exhibit their caste supremacy, the upper caste militia allegedly killed 58 Dalits, including women, children, and the elderly. More than a decade and a half later, the Patna High Court acquitted all 26 who had been given sentences ranging from life imprisonment to death by the lower courts. It was in this context that the Praxis team visited the village to take stock of the socio-economic impact of the massacre among the survivors in the community and their accessibility of state intervention and services. The report generated would be used as a part of the pursuit for justice in this case in the Supreme Court.

Praxis conducted an aspiration study for Swades Foundation in 27 locations in Raigad district of Maharashtra. The participatory study was conducted in two phases in which Praxis interacted with Dalit and Adivasi groups, along with people from other marginalised communities such as Muslims and Other Backward Classes to understand their aspirations and how best it could be linked to their existing needs. The range of social aspirations covered was on the issues of agriculture/livelihoods, water and sanitation, education and health.



Children film a participatory video

Sexual minorities and Injecting Drug Users

AIDS affected people might come from various backgrounds and lifestyles but the thing they all share in common is the intense stigma and social exclusion that they face. As a part of the Avahan programme under the aegis of the Bill and Melinda Gates Foundation (BMGF), Praxis has been involved in the Community Mobilisation Monitoring study under which it monitors and tracks the progress of community-based organisations (CBOs) peopled by and working for high-risk populations such as Female Sex Workers (FSWs), Men who have Sex with Men (MSMs), Transgenders (TGs) and Injecting Drug Users (IDUs).

Praxis has been working with the CBOs in monitoring their progress to becoming self-sustaining, independent, community-driven organisations that can petition for their own demands. Recently, as a part of the larger ongoing Avahan programme Praxis completed the last round of Community Mobilisation study for IDUs in Manipur and Nagaland. A Community Mobilisation Monitoring database structure was developed for the public domain.

The Self Administrable Tools designed for the CBOs to use, monitor and plan their own progress towards sustainability were translated into two Tamil and used by CBOs in Tamil Nadu. A print and software version of the same was developed as well. The Self-Administrable tools are available for use on the Praxis website. Community-based organisations in Tamil Nadu analysed the data for three rounds, using the Self-Administrable Tools.

Through these interventions, with the support of BMGF and support organisations, Praxis has been able to aid these communities in building institutions (CBOs) that increasingly raise their voices on their own accord. In this context, five CBOs from Tamil Nadu evolved digital stories documenting their growth, learnings and aspirations as a CBO.

Disaster-affected and prone communities

Natural and manmade disasters bring out inequities in every step from being exposed to disaster to getting access to relief and rehabilitation measures.



A Ranking exercise by men in Taloshi, Maharashtra



Members of a community-based organisation fill out the self-administrable tool

In keeping with the focus area outlines in the organisational strategy, Praxis, in partnership with UNICEF, supported the District Disaster Management Authority of Samastipur district of Bihar to formulate a Multi-Hazard District Disaster Management Plan. The plan focuses on possibilities of reducing risks, enhancing preparedness and improving the quality of response. The (Geographic Information System) GIS-enabled plan sought to map comprehensively the patterns of incidence of different kinds of hazards, gradients of vulnerability across the district and availability of important resources and capacities to deal with different kinds of disasters, using GIS application.

Praxis also developed an Internet-based platform, which would enable agencies like BSDMA to monitor districts in terms of actions taken on risk reduction measures, mitigation plans, relief measures and similar others from a central location and also to support the DDMA's in strengthening of plans, based on tracking of progress. The web-based application may be viewed here (<http://www.preventingdisasters.org>).

CAPACITY BUILDING: BUILDING CAPACITY OF COMMUNITIES AND INSTITUTIONS

One important aspect of the momentum towards a more inclusive world is to understand the available institutional capacities and seek interventions to build on them. Praxis believes in building the capacity of communities and institutions as a political process where attitudes, knowledge and skills are challenged, unpacked and activated towards change processes. It goes beyond training and focuses on human resource development. The process enables communities, organisations and institutions engage in democratising development processes and results.

Praxis formulated a 3-day training module for the DFID-supported Poorest Areas Civil Society programme, aimed at capacitation of women recruited under the Mahatma Gandhi National Rural Employment Guarantee scheme. The module focuses on grooming the women to emerge as effective anchors of the programme, especially with respect to promotion of transparency, accountability and social inclusion in implementation of the programme.

Praxis facilitated a 'Training of Trainers' on 'Gender-responsive Planning and Budgeting' for UN Women in Phoentsholing, Bhutan. The workshop brought together a select pool of functionaries from various agencies of Government of Bhutan, including Technical Officers and Gender Focal Points from the departments of Agriculture, Health, Education and Environment; representatives of the Department of National Budgets, Gross National Happiness Commission, National Commission for Women and Children, Department of Local Governance; and Training Institutes (Institute for Management Studies and Royal Institute for Management); besides representatives of UNDP and UN Women.

As a continuation of empowering communities of sex workers, transgenders, injecting drug users and men who have sex with men by evolving tools for community mobilisation monitoring, Praxis also trained the members on using self-administrable tools to monitor their progress. The tools are designed in a way to enable assess, analyse, plan, act, monitor the progress of the CBO towards sustainability.

Praxis has undertaken a project to train members of the standing committees of the Panchayati Raj Institutions that fall under the Village Health Sanitation Nutrition Committee in the Motihari district of Bihar.

The Oxfam India Leadership Team and senior staff underwent leadership development training facilitated by former international board members of Oxfam Keith Johnston and Patricia Sarr. Praxis co-facilitated the training and eventually facilitated the Action Learning Group, the link that enabled the team to take forward the learning in a smooth manner and implement learnings from the training.

The 17th International Workshop on Participatory Development

Praxis successfully organised TheWorkshop2013, the 17th edition of the international commune on participatory development, in Kerala Institute for Local Administration, Thrissur, between October 21st and 28, 2013. The workshop saw 60 participants from eleven countries, including India, take part.



ANTI-SEXUAL HARASSMENT POLICY – AN UPDATE

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, the staff was oriented on issues of gender and sexuality. An in-depth discussion on gender sensitisation at the workplace was facilitated.

Based on discussions within the team on the anti-sexual harassment law, a revised policy was formulated in line with the new law. A preliminary design for the poster was created and shared within the team for review.

In the current year, no complaints were made to the committee.

SEXUAL HARASSMENT IS **NOT** A GAME

It is a serious offence. Know your rights & acquaint yourself with the systems in place at Praxis for your safety.

WHAT IS SEXUAL HARASSMENT? Unwelcome physical contact and advances Demand or request for sexual favours Making sexually coloured remarks Showing pornography Displaying sexually suggestive objects, pictures, cartoons, displaying body parts Discussion of one's sexual activities Any other unwelcome physical, verbal or non-verbal conduct of sexual nature that is humiliating, hostile, or offensive for members of one sex, and thus interferes with a person's ability to work	HAVE YOU FACED ANY OF THIS? Promise of preferential treatment (e.g. a wage increase, a promotion, training opportunity, a transfer or the job itself) Threat of detrimental treatment or threat about present and future employment status Interference with work, creating an offensive, intimidating or hostile work environment Humiliating treatment affecting your health or safety This is applicable to full-time, part-time, temporary, voluntary, seconded or contracted staff and trainees or consultants
WHO CAN YOU REPORT TO? 1. Praxis Complaints Committee set up in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Mary, Joseph, Sowmyaa (Internal) or Shobana (External) 2. Nodal person at each office Patna: Vijeta Laxmi [09973080970] Chennai: Mary [09940214484] Delhi: Aruna [09910021355] Sharmishta [09910664653] 3. Any other team member that you feel comfortable reporting the incident to, who will then direct it to the Complaints Committee	WHAT ARE THE NEXT STEPS? The aggrieved person can submit a written complaint with internal complaints committee (up to three months after the incident of harassment took place) The committee to act within 60 days and submit a written report of action taken to the employee and the parties involved within 10 days of taking action If guilty found under Section 204 A, Criminal Law Amendment Ordinance, 2013 - negative employment up to five years, fine or both

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TEAM PRAXIS

TEAM CHENNAI

Ajai Kuruvila Jacob

(Senior Programme Officer)

Ajai has worked on issues relating to Child Rights, Education, Displacement and Urban Poverty thematic areas of ActionAid International India. He led a process of participatory post disaster recovery with the Community Facilitation Unit of the NGO Coordination and Resource Centre (A UNDP supported process in Nagapattinam). He is currently working with Praxis on different research and consulting assignments as well as developing monitoring standards around community mobilisation. Ajai's areas of work include facilitating engagements with the urban poor, bonded labourers, refugee, coastal, agrarian and Dalit communities.



Basker R *alias* Mohan

(Consultant)

Baskar has worked on issues of marginalisation and community mobilisation with sexual minorities, advocating for the rights of people of alternate sexualities to lead a life free of stigma and discrimination. As part of this, he has conducted trainings of trainers in use of self-administrable tools to monitor community mobilisation.



M. J. Joseph

(Director - South India Operations)

Joseph has more than two decades of experience in social work research and practice, with a major part of the experience in development research. He has extensive experience in conducting participatory assessments and evaluations and is a proficient facilitator of Participatory Action Research and Participatory Learning Activities (PLA) focused on various areas of social development, with a special emphasis on livelihoods, health and strategic planning processes. He has led participatory action researches addressing agrarian crises among small and marginal farmers, on micro-credit and its role in poverty reduction and on developing eco-restorative approaches in addressing drinking water issues, watershed development, democratic decentralization, local governance and network formation.



Mary George

(Fellow)

With over two decades of experience in the development sector, Mary brings a keen focus on gender issues and equity into research. She has worked closely with grassroots communities across various states in India. Her major areas of work include projects on empowerment of women, community-based disaster preparedness programmes and livelihoods.



Moulasha Kader

(Senior Programme Manager)

Moulasha is a demographer and researcher by training. He has more than 15 years of experience working with national and international development agencies. For the past 5 years, he has also handled projects focusing on monitoring community mobilization, community participation and water governance. He has good experience in facilitating mixed methods research, involving qualitative, quantitative and participatory methods. His current research interests revolves around issues of religious minorities, child rights, madarassa education, urban poor, maternal and child health.

**Sabu Varghese V**

(Administrative Assistant)

Sabu has an academic background in Automobile Engineering (ITI) from Central Technical College, Kerala. Sabu has more than 15 years of driving experience. Other than driving the office vehicle, he also assists in the day-to-day activities like photocopying, filing, stores and office maintenance.

**Shireen Kurian**

(Consultant, Research and Consultancies)

Shireen has a media and journalism background and contributes to the Corporate Watch initiative of Praxis. She has experience in CSR-related work and projects in effective communication and documentation to build credibility and support for the development sector. Her interests lie in gender issues, development media, law, civic issues and human rights.

**Stanley Joseph**

(Consultant, Research and Consultancies)

Stanley is a professional social worker specialised in community development and has more than 13 years of experience of working on community empowerment programs, participatory planning and monitoring, advocacy, public health initiatives and civil society networks. He has extensive experience working on issues of people living with HIV and marginalised communities. Presently he is involved in developing self-administrable tools for community-based organisations.

**Tom Thomas**

(CEO)

Tom has over 20 years of experience in the development sector. His association with Praxis began in 2000 when he took over as CEO. Prior to joining Praxis, he held senior positions with Action Aid in India, Bangladesh and the UK. He has led Praxis on several important assignments, both nationally and internationally. Tom is also a member of the Praxis Board.



TEAM DELHI

Anusha Chandrasekharan

(Programme Manager - Communications)

Anusha has worked as a print journalist with several leading newspapers before moving to communications in the development sector. She is interested in areas of gender and sexuality and has been involved in capacity-building, participatory research and communications in multiple mediums such as participatory video and digital story-telling.



Aruna Mohan Raj

(Senior Programme Officer)

Aruna contributes to the work of the Research and Consultancy team at Praxis. Prior to joining Praxis, she worked on issues of child rights - child labour, child trafficking, child protection and child participation with a couple of organisations. Deeply engaged with child rights in the field of research, she has worked with quite a few children's issues focussed organisations and is currently engaged in work related to child protection.



Deepti Menon

(Development Trainee)

Deepti has an academic background in Social Work and her stepping stone in the development field was through volunteering for the terminally ill children. She has been inclined towards working for children and has been part of research related with child labour.



Dheeraj

(Consultant, Research and Consultancies)

Dheeraj is academically trained in fields of Sociology and Social Work. He has skill competencies in the realm of community mobilization, community institution building, decentralised micro-planning and developing implementation systems. He has directly engaged with communities in the area of gender equality, sustainable livelihoods and realisation and access to rights and entitlements.



Insha Riaz Factoo

(Programme Assistant)

Insha has worked with urban communities addressing issues of gender, child rights and sanitation. She also has experience in covering news items as a photojournalist and is academically trained in photography.



Kavitha Devadas

(Programme Officer)

Kavitha is interested in health systems, social movements and urban development. Prior to pursuing research in participatory approaches/development, she has worked in mental health rights organizations and independent art/feminist publishing. Kavitha's key competencies lie in the areas of mental health, sexuality, gender, alternate education. She has also worked with several publishing houses before taking an active plunge into the development sector.

**Kriti Vashisht**

(Development Trainee)

Kriti's major area of interest is to understand the psychology at the margins. She has a keen interest in knowing and understanding the group processes present in the society so as to work towards the area of inclusion and equal participation of the marginalized groups.

**Lorina Anal**

(Programme Assistant)

Lorina's strength lies in documentation and her interests revolve around issues of child rights, rights of people with disabilities and HIV/AIDS and discrimination.

She has been involved in the study on monitoring community mobilisation among marginalised groups.

**Md Nishar Alam**

(Finance Assistant)

Nishar has over 5 years of experience in the areas of Finance & Administration with organisations in the development sector. He is well-versed in the domain of general accounting, payroll, budgeting, journal entry preparation and taxation.

**Pavitra Nirmal**

(Programme Assistant)

Pavitra has worked on issues ranging from environment to HIV/AIDS awareness. She has conducted a signature campaign against violations of the Right To Education Act in the slum community that she was working with during her post graduation programme. She has conducted a pilot study for a project highlighting the impact of substance abuse among street children in Delhi.

**Paromita Ghosh**

(Development Trainee)

Paromita holds a Post Graduate degree in Gender, Culture and Development studies. She excels in looking at things from a gendered lens, and this along with her keen knowledge in sexuality brings a different perspective to her studies. She has worked with the differently abled and sex workers. She has also compiled a study on Bengalis after the partition of Bengal. Priya has been with the Praxis Chennai office since its inception in 2007. She assists with day to day administrative purposes.



Pradeep Narayanan

(Director – Research & Consultancies)

Pradeep is a human rights activist-researcher associated with many rights-based NGOs and campaigns in India. He has more than 15 years of experience of working in Government, corporate and the non-governmental sector. For the last six years, he has focused on children's issues, primarily child labour and its relation to education, child protection, child participation and health. Over the years, he has also handled projects on issues of community participation, water rights, free trade agreements and fair trade.

**Ranjit Kumar Jha**

(Manager – Finance and Administration)

Ranjit has an experience of more than 18 years in the development and corporate sector. His key proficiencies include grant and financial management, and developing budget monitoring and financial systems. He manages audits, risk and compliance with Income Tax, provident funds, gratuity and other aspects of financial law. He heads the finance and administration unit of Praxis.

**Ravikant Kissana**

(Consultant, Communications)

Ravikant has previously worked in the advertising and media industry. He has completed a PhD in Communications, documenting stories & memories of the people in Kashmir. He was associated with the Praxis Delhi office as a consultant with the communications team.

**Sharmistha Sarkar**

(Fellow)

Sharmistha has fifteen years of experience in planning and management of nutrition, child survival, reproductive health and HIV/AIDS programmes, along with participatory planning and monitoring, advocacy, strengthening local governance, institutional strengthening, with diverse target groups. She has been involved in various participatory and policy research projects in the area of community mobilisation, social exclusion, corporate social responsibility, decentralisation, nutrition and food security.

**Shishupal Prajapati**

(Administrative Officer)

Shishupal has worked for 9 years in the Development sector, providing Administrative, Programme and Information Communication Technology support to several organisations. He volunteers with organisations working for the poor and marginalised in his spare time. Shishupal has worked for close to ten years providing administrative and logistics support to several organisations. He volunteers with organisations working for the poor and marginalised in his spare time.



Sowmyaa Bharadwaj

(Deputy Director – Research and Consultancies)

Sowmyaa has over a decade's experience in the development sector with expertise and interest in poverty, water, sanitation and hygiene, gender, urban development and rights. An experienced facilitator and a practitioner of participatory approaches, she has been involved in various trainings and capacity building initiatives with a range of communities and groups as well as been part of several participatory research studies, monitoring designs, assessments and evaluations.



Syed Ruhul Kuddus

(Programme Assistant)

Ruhul has worked on poverty-related issues and education and has researched on the status of education in the Char Villages of Sonitpur District of Assam. His interests include community mobilisation among groups of injecting drug users, female sex workers and men who have sex with men.



TEAM PATNA

Abhay Kumar

(Senior Programme Officer)

Abhay has extensive work experience on issues of exclusions with a specific focus on Dalit groups. He has also worked on the analyses of government policies, schemes and programmes for the benefit of SC and ST communities as well as analysis of Government Annual financial statements. He has also conducted trainings on demystifying budgets and their analyses.



Anindo Banerjee

(Director - Internal Programme Initiatives)

Anindo has over a decade's experience in international social development, particularly in conducting participatory assessments, policy analysis and capacity building processes. His areas of interest include governance reforms, affirmative action and democratic decentralisation.



Pradeep Kumar

(Administrative Officer)

Pradeep holds a Post Graduate Diploma in TV Production from Notre Dame Communication Centre, Patna, and a Certificate Course in photography from Ravi Bharti Institute of Communication Arts, Patna. Pradeep is Praxis's in-house cinematographer, film editor and photographer. Before joining Praxis he worked as a freelance photographer for seven years.

**Rajendra Ram**

(Driver-cum-Office Assistant)

Rajendra Ram has more than 10 years of driving experience. Other than driving the office vehicle, he also assists in day-to-day activities like photocopying, filing, stores and office maintenance. Rajendra Ram has more than 10 years of driving experience. Other than driving the office vehicle, he also assists in day-to-day activities like photocopying, filing, stores and office maintenance.

**Sanjay Paswan**

(Programme Officer)

Sanjay has been part of many projects focused around poverty eradication, gender equity, decentralisation and local governance, preventive health, HIV, disaster risk reduction, etc. Prior to Praxis he has worked with the Government to provide quality education to tribal children in Gujarat. His areas of interest include social inclusion, equitable development, governance and social action. Sanjay's key competencies lie in the areas of participatory research, project management, monitoring and evaluation, facilitation of capacity enhancement processes, impact assessment, financial management and networking.

**Shilpi Mishra**

(Programme Assistant)

Shilpi has trained in development studies and media and has assisted in research projects involving sanitation workers in Patna, Bihar, and disaster understanding and preparedness. She is interested in media advocacy.

**Vijay Prakash**

(Programme Assistant)

Vijay has a background in Development Studies. He has experience of working on the issues of poverty and challenges of entrepreneurship among scheduled caste youth. He is competent in participatory research, impact assessment data analysis, documentation and training. His research interest includes gender, rights, dalit issues, poverty, etc.

**Vijeta Laxmi**

(Programme Officer)

Vijeta has a background in social work and human resource management. Her key competencies are participatory research, documentation, project management and networking. She has prior experience of working on the issues of untouchability, food security, livelihood, health, etc, besides, her interest lies in the areas of gender, human rights, sexuality, health and sanitation.



MANAGING COMMITTEE

Mr Tomy Mathew (President)

Tomy heads Elements, a business endeavour committed to organic and fair trade. He is also the Chairperson of the International Nut Co-operative, an international fair trade alliance. Tomy was previously the Vice President, Corporate Communications, Alacrity Group of Companies, Chennai.

Mr Tom Thomas (Secretary)

Tom has over 20 years of experience in the development sector. His association with Praxis began in 2000 when he took over as CEO. Prior to joining Praxis, he held senior positions with Action Aid in India, Bangladesh and the UK. He has led Praxis on several important assignments, both nationally and internationally. Tom is also a member of the Praxis Board.

Mr V S Thyagrajan (Treasurer)

Thyagrajan is a Chartered Accountant by profession and has over three decades of corporate and development experience. His specialisation is in Governance and Accountability in the NGO sector and he has vast experience in developing financial systems and procedures for NGOs. He has worked as the Director of Finance and Administration for the ActionAid (UK) for its India Programme (for 8 years) and also in the same capacity for AMREF, an international Health NGO with its headquarters based in Nairobi, Kenya (for 6 years). Currently, in addition to his responsibilities as a board member of Praxis, he is also on the board of Richmond Fellowship Society, an NGO working in the area of psycho-social rehabilitation who have their headquarters in Bangalore.

Ms Albertina Almeida (Member)

Tina is primarily an activist and has been at the forefront of rights issues in Goa as well as nationally/globally. She is also a lawyer with twenty years of legal practice. As a researcher, her areas of research have been mainly on gender, children's rights, land rights and law issues. She also has a publication to her credit, titled Tug And Tear: Dealing With Child Sexual Abuse. Active on the communal harmony front, Tina is the co-convenor of Citizens' Initiatives for Communal Harmony.

Dr T S Syamala (Member)

Syamala is an Associate Professor at the Institute for Social and Economic Change, with over 27 years of experience in gender and anthropological studies. Her areas of specialisation are population and health and women and child health. She has various publications and articles to her credit. Some of her recent research projects completed are 1) Functioning of Ultrasound Sonography Centres in Karnataka, 2005. 2) Menopause: An Emerging Issue in India, 2004 and 3) Project on Sex Differentials in Nutritional Status and Morbidity among Children in Karnataka.

MEMBERS OF THE GENERAL BODY

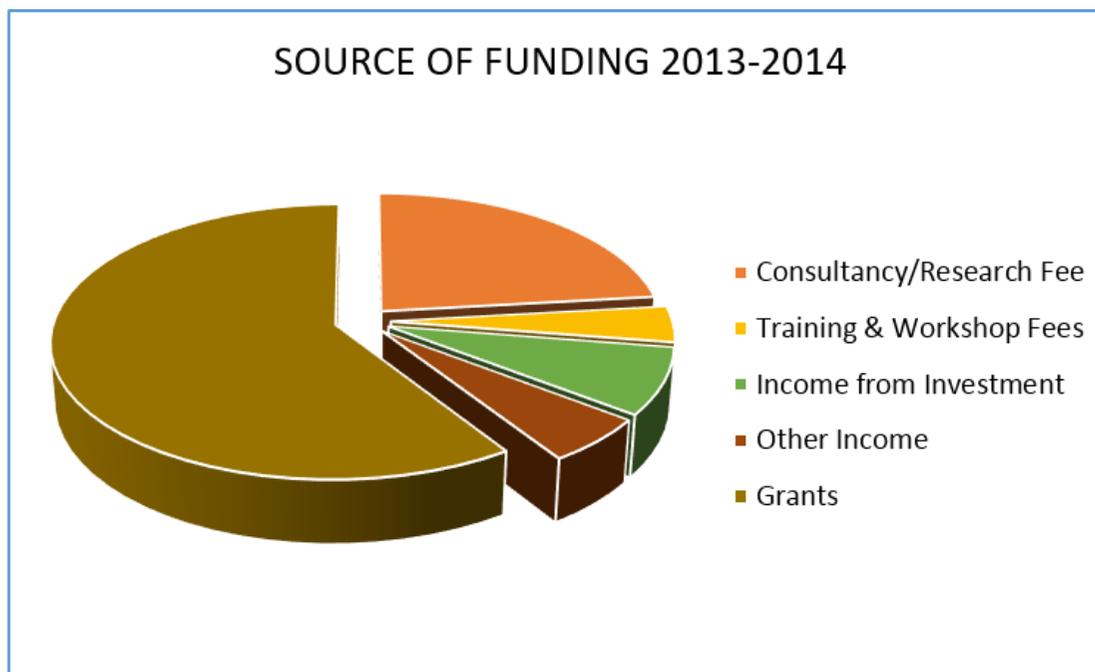
Members of the Managing Committee are also on the Praxis General Body. Additionally, the General Body has the following distinguished members:

- Mr Arjun Rajagopal, Arjun is working on 'Acres Seven' a developing farm, a forest garden and a seed collective in village: Pishvi, 65kms from Pune, India
- Prof. Dr Arif Hassan, Deputy Director, Management Centre, International Islamic University, Malaysia
- Dr Robert Chambers, Research Associate, Institute of Development Studies, University of Sussex, UK
- Mr N Satish Chandra, Head, Society for Social Service
- Mr Shankar Venkateswaran, Director, SustainAbility

FINANCIALS

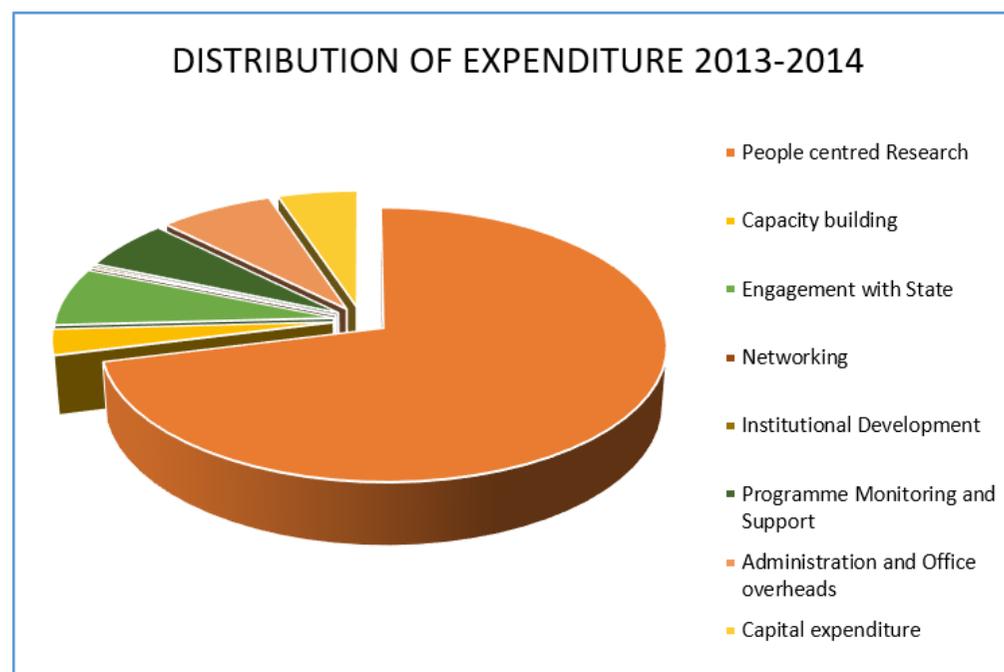
SOURCES OF FUNDING				
Activity	2013-2014	%	2012-2013	%
Consultancy/Research Fee	15035	23.21	18307	25.02
Training & Workshop Fees	2743	4.23	2375	3.25
Income from Investment	5099	7.87	4043	5.53
Other Income	3507	5.41	2966	4.05
Grants	38407	59.28	45468	62.15
Grand Total	64791	100.00	73159	100.00

(Figures in Rs 000s)



DISTRIBUTION OF EXPENDITURE				
Activity	2013-2014	%	2012-2013	%
People centred Research	39563	71.11	31182	48.81
Capacity building	1694	3.04	1330	2.08
Engagement with State	3875	6.96	3600	5.64
Networking	0	0.00	20207	31.63
Institutional Development	144	0.26	152	0.24
Programme Monitoring and Support	3337	6.00	2582	4.04
Administration and Office overheads	4145	7.45	3001	4.70
Capital expenditure	2880	5.18	1824	2.86
GRAND TOTAL	55638	100.00	63878	100.00

(Figures in Rs 000s)



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LIST OF PROJECTS

S No	Project Title	Partner Community	Project Details	Partner Organisation
Action research				
1	Formulation of Communication Strategies for Community based Preventive Health Programme- Dus Ka Dum	Communities accessing healthcare services in Bihar	Praxis initiated a qualitative research process across seven locations in Bihar to identify factors influencing preventive healthcare across communities of diverse profile. The outcomes of the research were used to formulate communication strategies for promoting community-based preventive health practices, as part of a Government of Bihar project titled Das Ka Dum. As part of the project, Praxis also conducted a baseline and mid-line study to understand changing patterns in uptake of healthcare practices. An end-line evaluation will follow at a later date.	Government of Bihar
2	Developing monitoring and evaluation framework for Breakthrough's Early Marriage study	Girls, women, Breakthrough programme team	Praxis had in the previous financial year followed up on a formative research on early marriage in Bihar and Jharkhand by suggesting inputs for Breakthrough's communication intervention in the same area. As a logical conclusion to the project, Praxis developed the participatory monitoring and evaluation framework to assess the impact of the communication programme implemented by Breakthrough.	Breakthrough
3	Curriculum Study	Children, teachers	As part of Praxis initiative, a study was launched to look at "safe space" for children. One of the spaces identified was the school curriculum, which included textbooks, pedagogy and relationship between student and teacher as well as among students. The objective was to identify such examples which actually disempower children, especially girls; and also those which perpetuate caste and gender-based prejudices.	Internal initiative
4	Baseline Study on the issue of Sex Selective Elimination in Jhajjar and Sonapat districts of Haryana	Community members (women and men) and stakeholders such as NGOs, medical professionals, field level functionaries, and the media	Praxis conducted a study in two districts with the lowest sex ratios in Haryana – Jhajjar and Sonapat with the objective of understanding the various social, cultural and economic dimensions as well as other determinants contributing to the declining child sex ratio in both the districts. The focus was on assessing the community and various stakeholders' current attitudes and perceptions, as well as awareness on the issue. The study looked at various determinants of women's status and empowerment through some existing legal and socio-economic rights.	Breakthrough

S No	Project Title	Partner Community	Project Details	Partner Organisation
5	Creating Enabling Physical Spaces For Young Children In Urban Areas	Children	An ongoing project, Praxis carried out a series of participatory exercises with young children living in slums to unpack the issue of safe spaces and map the context. Different tools were used in order to facilitate vulnerable groups to highlight issues of safety – physical and notional and to help identify gaps as well as aspirations that children have for safer spaces. Praxis is currently evolving a module to build capacities of Non-Government Organisations and Government organisations in creating child-friendly physical spaces in urban areas, with an emphasis on the hardware as well as train them in the same.	Bernard van Leer Foundation
6	MIS Audits	Female sex workers and men who have sex with men	As part of the Community Mobilisation Monitoring study being carried out with Avahan, Praxis conducted a series of audits across 40 community-based organisations in Tamil Nadu, Andhra Pradesh, Karnataka and Maharashtra of the MIS data that these CBOs share about their community mobilisation work. Praxis conducted two rounds of audits on MIS data across a cross section of CBOs to understand the kinds of errors in data collection and the reliability of this data for analysis and dissemination.	Bill and Melinda Gates Foundation
7	Community Aspiration study of Rakhigarhi, Haryana, Reliance Foundation	Rural community in Rakhigarhi, Haryana	Praxis facilitated a community aspiration study to understand the social, political and economic scenario of Rakhigarhi village of Hissar district of Haryana, which is expected to be the largest heritage site after Harappa and Mohenjodaro. The study aimed at feeding into establishment of a community-based development plan for the village.	Reliance Foundation
8	Swades Foundation Aspirations Study	SC,ST, Vimukta Jati / Notified Tribes (VJNT),OBC.men,women, youth and children	Praxis conducted an Aspiration Study for Swades Foundation in 27 locations in Raigad district of Maharashtra. Swades primarily works in Ratnagiri and Raigad districts on issues of agriculture/livelihoods, water and sanitation, education and health. The participatory study was conducted in two phases, where Praxis interacted with various communities such as the Dalits, Muslims, OBCs, and different Adivasis communities in order to understand what are their aspirations, and how best to link it to their existing needs.	Swades Foundation
9	Evaluation of project on 'Promoting Equal Access to TB Health Services'	Government officials, community institutions, beneficiaries – women, men, children	Praxis participated in a synthesis of evaluation reports of nine programmes supported by DFID on 'Promoting Equal Access to TB Health Services' in India. The evaluation was done in east and West Singhbhum of Jharkhand, Mayurbhanj of Odisha and Theni of Tamil Nadu. The team met senior Government officials, district level functionaries, community institutions and community level beneficiaries.	DFID

S No	Project Title	Partner Community	Project Details	Partner Organisation
10	Evaluation of the Solar Electrification Initiatives of Barefoot Women Solar Engineers in Manoharpur block of Jharkhand	Tribal women	Praxis carried out a rapid assessment of the key achievements, strengths and impacts of an initiative to train women Barefoot Solar Engineers (BSEs) in Manoharpur block of West Singhbhum district of Jharkhand, conceptualised and implemented by Barefoot College, Tilonia, in partnership with Antyodaya Lok Karyakram (ALOK), Bettiya. As many as 40 non-literate and semi-literate tribal women from 20 villages of Manoharpur have been capacitated to fabricate, install, use, repair and maintain sophisticated solar units through sharing of knowledge and hands-on practical training. These trained BSEs have installed solar lights in more than 2000 households.	Barefoot College, Tilonia, in partnership with Antyodaya Lok Karyakram (ALOK), Bettiya
11	Monitoring and Evaluation Program	Representatives of grantee organisation	Praxis facilitated a meeting of representatives of various grantee organisations in India working in Jharkhand, in 2013. The workshop was aimed at improving the partners' knowledge of each other's work in Jharkhand; identifying areas of joint interest and outcomes across current project/programmes.	Oak Foundation
12	Assessment of Implementation of RTE in Bihar	SCPCR, children, UNICEF, SC, ST, minority communities	The Bihar State Commission for Protection of Child Rights (SCPCR, henceforth) commenced a quick assessment study to take stock of the current status of implementation of the Act in Bihar, on completion of three years of its implementation. UNICEF partnered with PRAXIS and Sunai Consultancy Pvt. Ltd in planning and execution of the study. It was a dipstick study, conducted across 375 schools in all 38 districts. The report produced was well accepted by the Department of Education and attracted attention of civil societies and media.	UNICEF and Sunai Consultancy Pvt Ltd
13	Evaluation of Community Watch initiative of NEG-FIRE	Children, men, women, SC/ST, Dalit	Praxis evaluated the functioning of the Community Watch programme in Araku, Andhra Pradesh; Pratapgarh, Madhya Pradesh and Koraput, Orissa. This included assessing the appropriateness of the current strategies of the pilot phase of the Community Watch programme of NEG-FIRE, which is a community-based monitoring of the ICDS services wherein the community learns about their entitlements, monitors the delivery of entitlements and holds relevant agencies accountable, thereby bring about a positive change in early childhood care and development of children. The study gathered evidences of good practices and lessons learned to make recommendations for improving the programme to incorporate the Right to Education Act and scale the project to ten states in India.	NEG - FIRE
14	Visit to Lakshmanpur Bathe to take stock of aftermath of caste-massacre in 1997	SC, women, children, senior citizens, upper caste	Praxis team visited 'Laxamanpur Bathe', a village in erstwhile Jahanabad district of Bihar, to take stock of the situation of the village, especially life of the survivors killed in the horrific massacre. To show caste supremacy, 58 Dalits (Scheduled Caste), which includes women, children, and senior citizens were killed. In 2013, the High Court of Patna reverted the death penalty to 16 and life imprisonment for the rest 10 accused in the case,	

S No	Project Title	Partner Community	Project Details	Partner Organisation
			sentenced by the lower court and acquitted all the accused, giving them benefit of doubt. Praxis has documented the social and economic status of the survivors, impacts of the massacre, responses of the state machinery at various points of time, and accessibility of essential services and opportunities by the families. The report hence prepared is meant to be used in pursuit of the case in the Supreme Court of India on the part of National Dalit Movement for Justice.	
15	Formation of Corporate Responsibility Watch	Corporate, community, government, SEW and CW core group	During 2013, SEW Core Group stressed upon the need to evolve Corporate Responsibility Watch to watch the activities of corporates from the lens of social equity. As a result, Corporate Watch group has been formed. One of the objectives is that the watch would emerge as a think-tank that enters into different discourses on corporate responsibility and provide information in the public domain that will influence effective adherence to the principles, as envisaged under the National Voluntary Guidelines (NVGs).	Christian Aid
16	Evaluation of PLAN programme's outcomes, strategies and challenges	Women, girls, men	Plan India's Let Girls Be Born programme aims to empower the wider community to eliminate sex selection and sex determination at the household level, guaranteeing the right of the girl child to be born in six states where the child sex ratio has been steadily on the decline over the past few decades – Bihar, Delhi, Jharkhand, Rajasthan, Uttar Pradesh and Uttarakhand. Praxis conducted a participatory evaluation of the programme outcomes, strategies and challenges with the objective of identifying what elements that could be scaled up in different contexts.	Plan India
17	Impact assessment of Jeevika	Men, women, children	The sixth cycle of the Jeevika impact assessment has been completed, which includes ten villages of Muzaffarpur, Madhubani, Saharsa and Madhepura. Hindering or promoting change and getting a sense of some new entry points for the subsequent cycles are factors that have been considered for impact assessment.	Jeevika
18	Supporting District Disaster Management Authority to formulate a District Disaster Management Plan	Children, men, women	Praxis in partnership with UNICEF supported the District Disaster Management Authority of Samastipur district of Bihar in formulation of a Multi-Hazard District Disaster Management Plan, focusing particularly on possibilities of reducing risks, enhancing preparedness and improving the quality of response. The GIS-enabled plan sought to map comprehensively the patterns of incidence of different kinds of hazards, gradients of vulnerability across the district and availability of important resources and capacities to deal with different kinds of disasters, using GIS application.	UNICEF
19	Development of 'Disaster-Ready', i.e. an internet-based application	Men, women, youth, children	Praxis developed an Internet-based platform, which would enable agencies like Bihar State Disaster Management Authority (BSDMA) to monitor districts in terms of actions taken on risk reduction measures, mitigation plans, relief measures and similar others from a central location	Bihar State Disaster Management Authority (BSDMA)

S No	Project Title	Partner Community	Project Details	Partner Organisation
	for tracking DRR initiatives		and also to support the DDMA's in strengthening of plans, based on tracking of progress.	
Advocacy				
1	CMM and SAT Meeting with Project Orchid	Men/ women affected by HIV/ AIDS, female sex workers, men who have sex with men, transgenders	The CMMS data base structure was developed for the public domain. Similarly, crises data base was restructured by assigning specific codes, based on the perpetrator, the method employed by the CBO to address the crises and the outcome of the crises. Fifth round of CMMS data collection was completed in Tamilnadu (TAI) and Manipur. The print and software version of Self Administrable Tools (SAT) were developed and the tool translated into two regional languages (Tamil and Telugu). Follow-up workshops combined with planning meeting were organised for these CBOs as well.	Project Orchid
2	ICAAP	Communities affected by HIV/ AIDS, female sex workers, men who have sex with men, transgenders	At the international congress on AIDS in Asia and the Pacific, held in November 2013, Praxis displayed communication material of various elements of work around community mobilisation. The self administrable tool developed to assess community preparedness for vulnerability reduction was launched at the conference.	ICAAP
3	Ground-Level Panel	Dalits, Tribals, NE, Kashmir, women, children, disaster affected, conflict affected, elderly, sexual minorities, disabilities	During the year, several opportunities presented itself, for Praxis to showcase its role in the GLP, the learnings, promotion of this method of community participation and in some places its own work. These include: 1) A meeting organised by the Australian Council for International Development where Praxis made a presentation of Voice for Change (and also made a brief appearance on the local news network), 2) A presentation titled Knowledge from the margins: Post 2015 and Participatory Governance' at the Commonwealth People's Forum, part of CHOGM2013; 3) A presentation on Making Evaluations Empowering to the United Nations Evaluation Development Group for Asia and the Pacific (UNEDAP) at Bangkok; 4) A presentation at a United Nations side-event during the General Assembly meeting	Participatory Research Group steered by IDS, Sussex
Building Capacities				
1	Activation of village health, sanitation and nutrition committees	Praxis partnered with Project Concern International (PCI) in Bihar, as part of which Praxis facilitated the activation of Village Health, Sanitation and Nutrition Committees on a large scale in all panchayats of 8 districts of Bihar. The committees were constituted and notified in about 440 panchayats across the 8 districts, by advocacy with the government at various levels.		Project Concern International

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2	Oxfam Leadership Development Programme	Oxfam India Leadership Team, Senior Management Team and next to SMT underwent a Leadership Development training by Keith Johnston and Patricia Sarr, who are ex- Oxfam international board members. The Action Learning Group is the link in the training that is facilitating the team to take forward the learning in a smooth manner and implement things which were discussed during the training. Praxis co-facilitated the training along with Keith and Patricia and eventually facilitated Action Learning Group after the training.	Oxfam India	
3	Training for MIS audit	As part of the Community Mobilisation Monitoring Grant, Praxis conducted three rounds of MIS audits with various CBOs in Andhra Pradesh, Tamil Nadu, Karnataka and Maharashtra. The second round of MIS was completed in six states and findings were shared with the respective state lead partners in early 2014. A training of auditors for this process was conducted.	Bill and Melinda Gates Foundation	
4	Development of Tool Kit for capacity building of women mates under MNREGA	Praxis formulated a 3-day training module for the DFID-supported Poorest Areas Civil Society programme, aimed at capacitation of women mates recruited under the MNREGA programme. The module focuses on grooming the women mates to emerge as effective anchors of the programme, especially with respect to promotion of transparency, accountability and social inclusion in implementation of the programme.	DFID	
5	National Workshop on Decentralisation	The national workshop on decentralised planning was organised by Planning Commission and United Nations joint program on convergence (JPC). Praxis was invited along with Department of Planning and Development GoB, to present the approach of Entitlement Based District Planning (EBDP) and share the experience of its pilot study in Vaishali district, Bihar.	Planning Commission and United Nations joint program on convergence	
6	SAT training	Praxis completed the last round of Community Mobilisation study for Manipur and Nagaland. A three-day workshop in Manipur and a two-day in Nagaland were held where Praxis team facilitated the process of data collection for three CBOs. The participants comprised mainly the leadership team from community, office bearers, committee members and implementing partners.	Bill and Melinda Gates Foundation	
7	Training of Trainers on gender responsive planning and budgeting	A 'Training of Trainers' on 'Gender-responsive Planning and Budgeting' was conducted by Praxis for UN Women in Phoentsholing, Bhutan in December 2013. The workshop brought together a select pool of functionaries from various agencies of Government of Bhutan, including Technical Officers and Gender Focal Points from the departments of Agriculture, Health, Education and Environment; representatives of the Department of National Budgets, Gross National Happiness Commission, National Commission for Women and Children, Department of Local Governance; and Training Institutes (Institute for Management Studies and Royal Institute for Management); besides representatives of UNDP and UN Women.	UN Women in Phoentsholing, Bhutan	
8	Entitlement Based District Plan	The pilot of formulation of Entitlement Based District Plans (EBDP) in Bihar was successfully launched in Vaishali district end 2013. An inception workshop was organised by Vaishali District Planning and Monitoring Cell (DPMC). Praxis, which had earlier developed the tools for formulation of EBDP for Department of Planning and Development GoB, facilitated the overall process in the district, which included about a hundred district and block level officials from various departments. Insights from the pilot will be used to scale up the process across the entire State.	Department of Planning and Development GoB	
9	PRTI Strengthening Project	As part of 4-component programme of supporting the Department of Panchayati Raj, Government of Bihar, Praxis was entrusted with formulation of strategies for activation and strengthening of Panchayati Raj Training Institutes at various levels in the state. The other components of the technical assistance	Department of Panchayati Raj, Government of Bihar	

S No	Project Title	Partner Community	Project Details	Partner Organisation
			programme include finalisation of status of devolution to panchayats in Bihar, formulation of training modules on a set of four different themes, and assessment of capacity building needs of resource persons empaneled by the Department of Panchayati Raj.	
10	Governance Technical Assistance Support Team (GTAST)- Collectorate Reforms		As a consortium partner Praxis was engaged in collectorate reform process at Nalanda. During this, workload assessment of every individual employee in the collectorate has been done. Process mapping primarily focused on citizen centric services delivered from the collectorate as well as back end processes. Data has been analysed and suggestions have been submitted to the department. The process also covered processes at block and circle level in the district.	GTAST
11	LBSNAA, Training (Mussourie)		Praxis was invited by the Centre for Disaster Management, Lal Bahadur Shastri National Academy of Administration, Mussourie, to conduct two separate sessions on Public Accountability, one each in May and September 2013, as part of a series of workshops conducted by CDM for different batches of scientists and technical experts.	Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussourie

About Praxis

Praxis - Institute for Participatory Practices is a knowledge-based, not-for-profit development support organisation, registered in 1997 under the Indian Societies Registration Act of 1860. Since its humble beginnings, Praxis has emerged as an independent one-stop centre for undertaking action research, training and documentation dealing with multiple facets of participatory development. Our work vindicates the growing mandate across geographical boundaries that for development to be sustainable and equitable, there is an urgent need to ensure good governance practices and processes. Our strategic networking capability with like-minded people and organisations helps maximise our outreach and increases manifold the impact of our interventions.

Our Vision

A world without poverty in which every person has the right to participate in decision-making processes, and to a life with dignity and choices

Our Mission

To strive for the democratisation of development processes and institutions to ensure that the voices of poor women, men, transgenders, girls and boys are heard and acted upon

The logo for Praxis, featuring the word "PRAXIS" in a bold, white, serif font, set against a dark red rectangular background.

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