



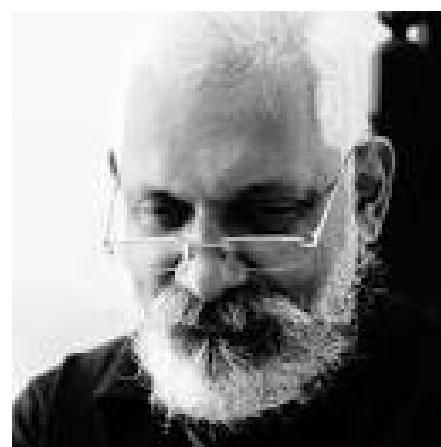
# TABLE OF CONTENTS

---

<b>01</b>	<u>From the CEO</u>
<b>03</b>	<u>Projects</u>
<b>04</b>	<u>Snapshot of the Year</u>
<b>05</b>	<u>Institution Strengthening</u>
<b>07</b>	<u>Community Building</u>
<b>09</b>	<u>Poverty Alleviation</u>
<b>10</b>	<u>Equitable Health Access</u>
<b>11</b>	<u>Climate and People</u>
<b>12</b>	<u>Children</u>
<b>13</b>	<u>Building Capacity</u>
<b>14</b>	<u>List of Projects 2024 - 25</u>
<b>17</b>	<u>Financials</u>
<b>20</b>	<u>Compliance</u>
<b>21</b>	<u>People of Praxis</u>
<b>29</b>	<u>Partner Organisations</u>
<b>30</b>	<u>List of Offices</u>

## BUILDING LEADERSHIP AND RESILIENCE - 2025 AT A GLANCE

The past year underscores the importance of keeping alive spaces for community participation, through dialogue, dissent and consensus building, breaking the hierarchies of knowledge and making decision-making spaces accessible, especially for those on the margins.

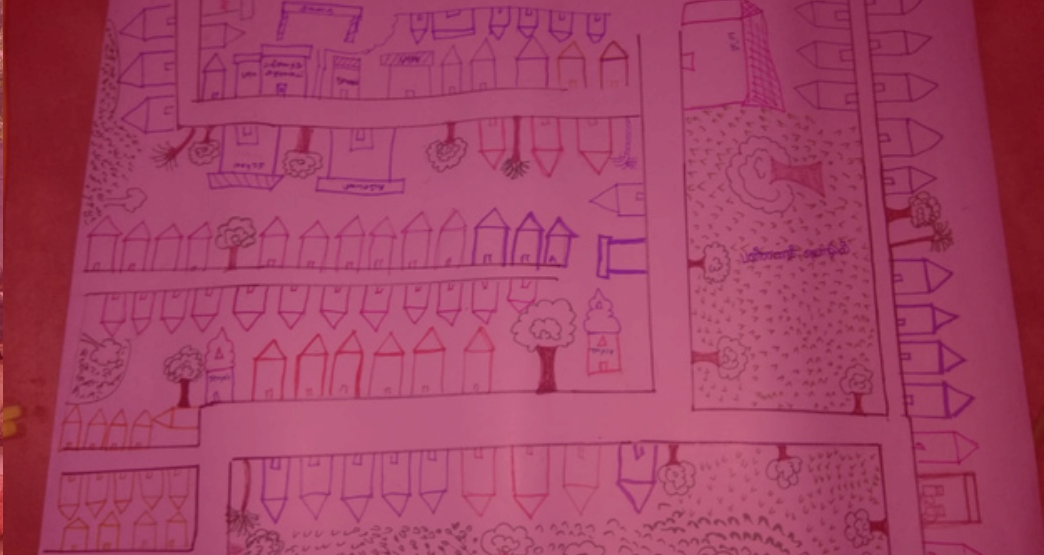


Through our work, we have unpacked several areas where community participation has paved the way of community resilience and leadership. We were part of initiatives that brought together health researchers and community health workers, where natural leaders in communities engaged with different stakeholders on child protection, where communities affected by climate change took charge of decisions affecting their lives, where children reimaged their school and education system and community health workers of stigmatised communities of nomadic and denotified tribes played a direct role in improving health outcomes for their communities.

Through the year, we partnered with communities, civil society actors, and public institutions to strengthen processes that place people at the centre of decision-making. Our focus saw participation as democratic practice – one that builds legitimacy, encourages critical thought and fosters trust. We have been reminded by alumni from across 28 editions of our annual international commune on participatory development why participation is more relevant today than ever. Our conversations cutting across stakeholders have reiterated the importance of making participation transformative, introspective and inclusive.

Looking ahead, Praxis remains committed to advancing participatory approaches that contribute to building equity by raising uncomfortable questions, pushing us further to confront realities and build an equitable and inclusive future. As global challenges grow more complex, we believe that the path forward must be grounded in collaboration, shared power, and the conviction that better decisions emerge when more voices are meaningfully heard.





# Projects



# 2024-25 A Snapshot

---



Organisations  
partnered with

26000+  
Community Partners





# COMMUNITY-PANCHAYAT UNITY FOR CHILD PROTECTION

Building on past years of engagement, the inter-agency participatory action research initiative, aimed at establishing a community-led child protection mechanism, is being implemented in two blocks of Jharkhand state. The project aims to understand the value added by bottom-up, community-led child protection initiatives, working in collaboration with the formal child protection systems. The new phase of the project, aims to strengthen collaboration between communities and panchayats to improve child protection outcomes in Jharkhand, aligning with the Government of India's Mission Vatsalya. Building on years of experience using the Community-Led Child Protection approach, the initiative supports communities and local governance structures to jointly identify, and act on child protection priorities. Around 320 people in Topchanchi and 434 in Khunti from diverse social groups are actively shaping this process. Praxis conducted community feedback processes across all 20 intervention sites.



## HUMAN RIGHTS DUE DILIGENCE

In the light of the growing scope for participatory engagement as part of business value chain due diligence processes, the programme focused on creating a module on participatory human rights due diligence which emphasised an engagement-based approach with inclusion of the last mile. The aim was to build capacity of non-profit leaders to understand the process of participatory human rights due diligence and the broader mandate under the National Guidelines on Responsible Business Conduct (NGRBC). The programme was designed to reach out to stakeholders who are aware about business value chains but lack knowledge on due diligence processes and its scope. A two-day module was developed and rolled out at four regional workshops with 70+ participants.



## BUSINESS-WORKER INTERFACE

To strengthen the business-worker interface in supply chains of garment and textile sector with a focus on existing grievance redressal practices, Praxis engaged with supply chain partners, businesses, and worker committees to map existing practices and evolved key principles. The study was undertaken with three groups of workers, three factory managements and nine experts besides a multi-stakeholder initiative. A set of parameters informed by existing practices, aspirations and key principles was developed to inform the programmatic action for the multistakeholder platform.



## STRENGTHENING EDUCATION & ALTERNATE LIVELIHOODS

Phase three of the project focused on leadership development to amplify change, nurturing Community Awareness and Action Group (CAAG) amongst sanitation workers in Tamil Nadu and Uttar Pradesh to facilitate access to education, and alternative livelihoods. These groups, who effectively discussed emerging concerns, were strengthened, linkages with social entitlements were built, a child learning education centre was effectively run and community-level events were organised. This year, 228 students received education support and 165 individuals received entrepreneurship support. 14 new villages were added to the programme, 489 forms were submitted under the Prohibition of Employment as Manual Scavengers and Their Rehabilitation Act, 2013 and 2,629 applications for social schemes were submitted. Continued engagement with 100+ youths in both states prodded them towards various existing opportunities.



Community action and awareness group meetings in progress in Tamil Nadu and Uttar Pradesh

# CHW-DELIVERED PUBLIC HEALTH INTERVENTION

Phase III of the project focused on improving community access to health, education, social protection schemes, and livelihood opportunities amongst Denotified and Nomadic Tribes (DNT) communities in Morena district, Madhya Pradesh and Krishnagiri district, Tamil Nadu. Based on the insights from the baseline, training and activities were rolled out. The project sought to establish an evidence-based participatory model of community development. DNT youth were trained (photo below) as Community Health Workers (CHW) and Community Mobilisers to provide counselling on injury prevention, wound and burn care, safe water use, and health promotion, while fostering empathy and creating safe spaces. They were trained to support referrals to health care, alternative livelihoods and access to secondary education. The team built awareness on and access to social security programmes, visited Community Health Centres, PHCs, District Hospitals, and other departments to build linkages with available services and schemes, mapped the education, livelihood status and facilitated a skill workshop on National Rural Livelihoods Mission (NRLM) and theatre. Nearly 600 community members benefited from various schemes. CHWs visited 100+ households to promote safe drinking water, hygiene, sanitation (WASH), and first aid practices.



## CREATING LIVELIHOOD MODELS FOR ULTRA POOR HOUSEHOLDS



The Meghalaya State Rural Livelihoods Society (MSRLS), in partnership with The/Nudge Institute, is implementing a three-year initiative to uplift 4,000 ultra-poor households across three districts. Praxis undertook a research to inform the development of implementation strategies for this programme, aiming for its scaling and strengthening. The programme follows the graduation approach which integrates livelihood generation, financial inclusion, social protection and empowerment, facilitating these households to break free from poverty. As part of the study, 601 surveys, 23 FGDs and 7 interviews were held to cover the following points: Livelihood Identification and understanding, Persona Development, Implementation Guidance, Economic Modelling and Psychological Mapping. The study took place in Umling of Ri-Bhoi District, Pynursla of East Khasi Hills District and Demdema of West Garo Hills district of Meghalaya..



# KNOWLEDGE EXCHANGE CENTRES ON PUBLIC HEALTH

Praxis is part of a landscaping and design initiative called 'Centres for Exchange' which explores diverse approaches to knowledge exchange between communities and researchers in the context of public health, and to design more equitable, effective and meaningful roles for communities in the research ecosystem. The project aims to pilot a Centre for Exchange that places community participation at the heart of health research by promoting collaboration across diverse knowledge ecosystems and bridging the gap between researchers, medical practitioners, and communities for more inclusive, equitable, and effective health solutions. This year, the project created the pilot based on insights developed after in-depth interviews with key stakeholders from four health research organisations to understand their operational methodology for community engagement and knowledge exchange. A place-based design workshop (photo below) was held with participants from various organisations to explore the key insights from the analysis of the case studies and build a model for the Centres for Exchange.





# BUILDING COMMUNITY RESILIENCE IN SUNDARBANS

## Climate and People

Praxis anchors a consortium of seven organisations, working on a people-centred model of inclusive development in the ecologically vulnerable Sundarbans region of West Bengal as part of the Amplifying Community Voices project. Through this initiative, partners formed more than 100 collectives of adolescents, women farmers, marginal farmers and migrant workers in Patharpratima block of South 24 Parganas district, working on, gender-based violence, child protection, climate adaptive livelihoods, strengthening local self-governance and gender-based violence. Over the year, Praxis anchored the consortium's journey by facilitating mid-term review, community-led Theories of Change, perspective building of partner staff, trainings on visual documentation and anchoring adolescent climate clubs (photo below) to input into conversations at different levels. As part of the consortium's initiatives, women's collectives planted 25,000 mangrove saplings to strengthen embankments with an 84% survival rate. Women participated in GPDP in five panchayats contributing to local decision-making. Climate Club adolescents and youth presented their initiatives at several government and non-government platforms.



# REIMAGINING SCHOOL WITH CHILDREN

---

Praxis carried out a participatory needs assessment study around a 135-year-old educational institution in Bengaluru in Karnataka, India, which aimed to reimagine the school as a nurturing hub, shaped by all its stakeholders, especially its children. The study engaged with girls studying in government as well as private schools around the area outlined their understanding of schools, capturing information from infrastructure, hygiene, teaching, safety, discipline, sports as well as extra curricular activities. The findings unpacked factors such as equity, dignity, power-sharing, compassion and camaraderie and a pedagogy of curiosity.

# BUILDING ORGANISATIONAL CAPACITY

The 26th edition of TheWorkshop took place at the ECC, Bengaluru, between November 4 and 9, 2024. The event brought together 26 participants from various parts of India and other countries including the United Kingdom, Nepal, Iran, Cambodia, Philippines and Sri Lanka.

The workshop featured modules on Participatory Methods and Approaches with two electives

1. Worker and Community -Led Due Diligence
2. Measuring Collectivisation

TheWorkshop2024 brought together more than 75% women participants. The modules were designed to delve into critical aspects of participation in both the above contexts, creating spaces for cross-cultural and insightful discussions.



## Relief of the Poor

S.No	Project Title	Project Details
1	<b>Community-led child protection in Jharkhand</b>	The new phase of the project aims to strengthen collaboration between communities and panchayats to improve child protection outcomes in Jharkhand, aligning with the Government of India's Mission Vatsalya. Building on years of experience using the Community-Led Child Protection approach, the initiative supports communities and local governance structures to jointly identify, and act on child protection priorities.
2	<b>Strengthening garment and textile sector supply chains</b>	The programme engaged with supply chain partners, businesses, worker committees to map the existing practices with regard to access to remedy to inform the development of grievance redressal systems in business supply chain with focus on garment and textile sector.
3	<b>Support to inform a poverty alleviation study in Meghalaya</b>	Praxis facilitated a process to inform the development of implementation strategies for a three-year initiative to uplift 4,000 ultra-poor households across three districts of Meghalaya for a programme that follows the graduation approach integrating livelihood generation, financial inclusion, social protection and empowerment, facilitating these households to break free from the poverty cycle.
4	<b>Strengthening education and alternative livelihoods of sanitation workers</b>	The initiative supported sanitation workers facing social and economic challenges to explore alternative livelihoods, plan development activities, and access government support for greater self-reliance. The project focused on the fact that education is key to breaking the poverty cycle.
5	<b>Amplifying Community Voices, Sundarbans</b>	Praxis heads a consortium of organizations working towards people-centred development in communities deeply vulnerable to climate change in the Sundarbans region of West Bengal.



## Medical Relief

S.No	Project Title	Project Details
6	<b>A Community-Health-Worker-delivered Public Health Initiative</b>	This project trained DNT community members, including those with lived experience, as Community Health Workers (CHWs) and Community Mobilisers (CMs) to provide counseling on injury prevention, wound and burn care, safe water use, and health promotion, while fostering empathy and creating safe spaces. Supported referrals to health care, alternative livelihood options, access to secondary education and pathways to governmental support.
7	<b>Setting up Centres for Knowledge Exchange</b>	Praxis is part of a landscaping and design initiative called 'Centres for Exchange' which explores diverse approaches to knowledge exchange between communities and researchers in the context of public health, and to design more equitable, effective and meaningful roles for communities in the research ecosystem.

## Education

S.No	Project Title	Project Details
8	<b>Module development and regional workshops on Human Rights Due Diligence</b>	The programme focused on creating a module on participatory human rights due diligence which emphasised on engagement based approach with inclusion of the last mile and building capacity of non-profit leaders while broadening the mandate under the National Guidelines on Responsible Business Conduct (NGRBC).
9	<b>Participatory needs assessment study to reimagine education</b>	A study to map aspirations of stakeholders on school as a nurturing environment was conducted in a century-old school and its neighbouring areas with different stakeholders in Bengaluru, Karnataka.
10	<b>International workshop on participatory development</b>	The 26 <sup>th</sup> edition of the Praxis annual international workshop on participatory development was held at ECC Bengaluru with two electives on Human Rights Due Diligence and Measuring Collectivisation run as part of the Participatory Methods and Approaches Module.





# FINANCIALS

MATRIX SCORING

Criteria	Level of Education	Cost of Education	INCOME	LOCATION	TOTAL
FARMER	●●●	●●●●●	●●●●	●●●●●	19
COMPUTER ENGINEER	●●●●●	●●●●●	●●●●●	●●●	21
DRIVER	●●●●	●●●●●	●●●●	●●●●	16
MASON	●●	●●●●	●●●●	●●●	13
TEACHER	●●●●●	●●●●●	●●●●●	●●●●●	24

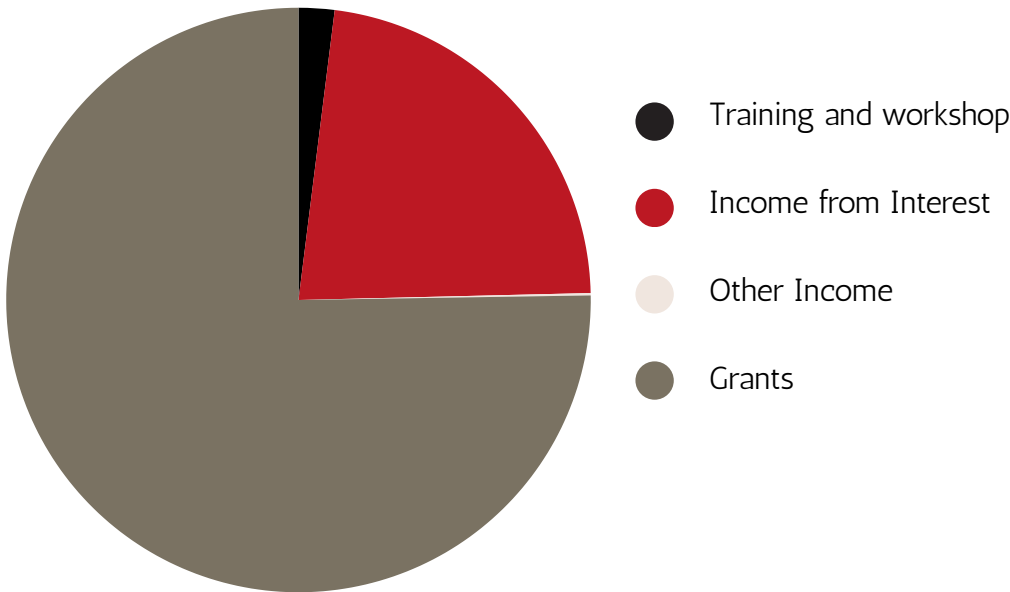




# SOURCES OF FUNDING

(Figures in Rs. 000's)

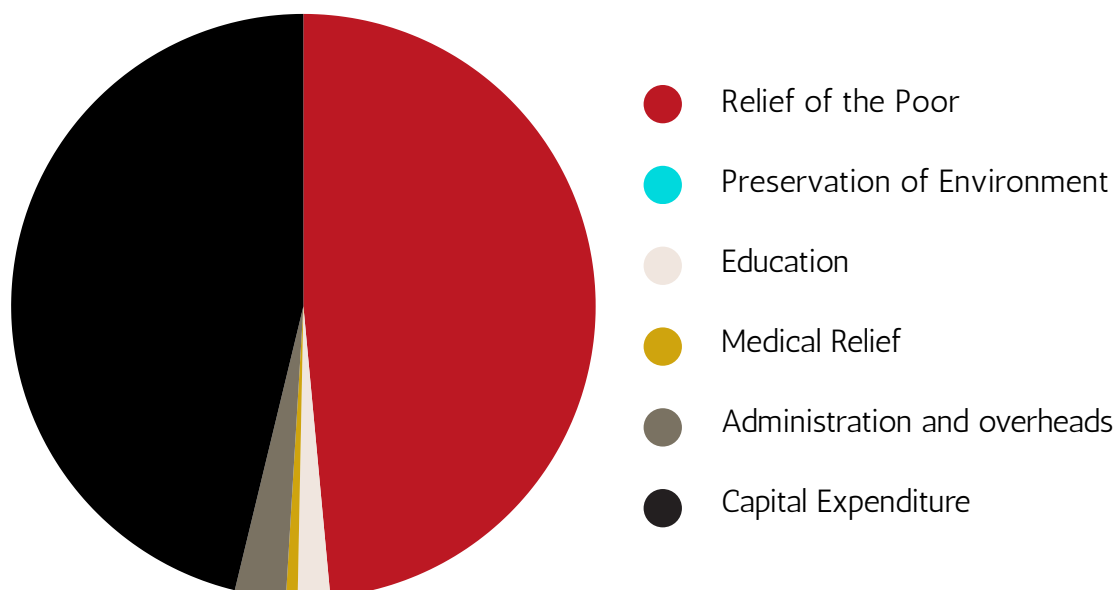
Activity	2024-2025	%	2023-2024	%
Training & Workshop	1116	1.98	1242	1.43
Income from Interest	12756	22.64	13260	15.28
Other Income	76	0.13	56	0.06
Grants	42405	75.25	72212	83.22
Grand Total	56353	100	86770	100



# DISTRIBUTION OF EXPENDITURE

(Figures in Rs. 000's)

Activity	2024-25	%	2023-24	%
Relief of the Poor	53678	48.52	28259	40.40
Preservation of Environment	0	0.00	1747	2.50
Education	1985	1.79	3110	4.45
Medical Relief	712	0.64	34341	49.09
Administration and Office overheads	3118	2.82	1897	2.71
Capital expenditure	51127	46.22	597	0.85
GRAND TOTAL	110620	100	69951	100



# COMPLIANCE

---

## **COMPLIANCE WITH SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013**

No incidents of sexual harassment were reported in the financial year 2024-25.

The PoSH committee met during the past year to plan activities around building awareness and sensitising the team on implications of sexual harassment.

As a follow-up, during the annual retreat organised in February 2025, the team organised a detailed session on Gender and PoSH. The session's primary objective was generating dialogue to challenge assumptions, explore the evolving nature of gender identity and roles, and highlight the significance of embedding a gender lens into our work. The facilitators emphasized the importance of addressing gender and inclusion not as isolated concerns but as integral components that strengthen the organisation's work across various sectors. ICC member Deepti and R. Baskar facilitated a discussion on the composition and role of the Internal Complaints Committee's (IC). Feedback from the team regarding verbal orientation for all new joiners, including consultants and short-term employees, in addition to email was discussed and noted by the PoSH committee members for further action.

Group activities on different scenarios of workplace harassment and discrimination were carried out for further clarity.





# People of Praxis





## Praxians through the Years

Twenty-seven years of enabling participatory democracy has been made possible due to the continued support and dedication of all Praxians. We remember our dear colleagues whom we lost along the way - Madhura Pandit, Dr. Satish Chandra, Arjun Rajagopal, Anindo Banerjee and V.S. Thyagarajan.

Abhay Kumar  
Ajai Kuruvila Jacob  
Amitabh Pandey  
Amitha Vasanth  
Amrendar Pandey  
Anamika Dutt  
Anamika Priyadarshini  
Anberin Pasha  
Anurag Sinha  
Anusha Chandrasekharan  
Aparna Chandrasekharan  
Aruna Mohan Raj  
Asiya Nasreen  
Auromala Das  
Baskar R.  
Benji John  
Betsy Rajan  
Bhavana Rajendaran  
Bhawna Verma  
Catherine Kannam  
Deepti Menon  
Devender Kumar  
Dheeraj  
Disha Zaidi  
George Joseph

Girish Chandra Mishra  
Harshvardhan Patnaik  
Huma Kidwai  
Indu Prakash Singh  
Insha Riaz  
Iram Parveen  
Jay Kumar Varma  
Jhumki Dutta  
Jiten Asem  
Joseph M J  
Joshua Levene  
Jyoti Saxena  
Karuna Chibber  
Kavitha Devadas  
Kirti Mishra  
Kriti Vashisht  
Latika Nayyar  
Lorina Anal  
M. Kumaran  
Manjusha E T  
Mary George  
Md. Nishar Alam  
Moulasha Kader  
Mukta Ojha  
Murthy D S R C

## Praxians through the Years

Nancy Priya  
Niamat Ali  
Niharika Awasti  
Nilima Monica Purti  
Nirmita Roychowdhury  
Pankaj Sharma  
Paromita Ghosh  
Parvati Tampi  
Pavitra Nirmal  
Pradeep Kumar  
Pradeep Narayanan  
Priscille Escoffier  
Priya  
Raffaella Catalini  
Rajendra Ram  
Rajeshwar Devarakonda  
Ranjit Kumar Jha  
Ravikant Kissana  
Reena Cherian Pathickal  
Renuka Joglekar  
Rieko Sasaki  
Ritu Kanotra  
Rohan Mukerjee  
Rohan Preece  
Roma Dey  
Roopam Singh  
Ruhul Kuddus  
Sabu Varghese  
Sahana Sarkar  
Sam Jacob  
Sanjay Kumar Bharti

Sanjay Paswan  
Sarulatha  
Satya Priya  
Seema Siddiqui  
Shahana Chaudhury  
Shahina K K  
Shailesh Kumar Singh  
Sharmistha Sarkar  
Shilpi Mishra  
Shireen Kurien  
Shirshendu Ghosh  
Shishupal Prajapati  
Sidharth Mukherjee  
Somesh Kumar  
Somidha Ray  
Sowmyaa Bharadwaj  
Sri Harsha  
Srijan Nandan  
Stanley Joseph  
Sujeet Sharma  
Sunder B  
Tarini Shipurkar  
Tom Thomas  
Uday Kumar Jha  
Upendranadh C.  
Urvashi Mitra  
Victoria Whitaker  
Vijay Prakash  
Vijeta Laxmi  
Vikas Satho  
Vinita Yadav (Dr)



## MANAGING COMMITTEE

### **Tomy Mathew (President)**

Tomy Mathew heads Elements, a business endeavour committed to organic and fair trade. He is the founder promoter of Fair Trade Alliance Kerala, a small farmer collective of 5,000 farmers in the Western Ghats of India, engaged in environmentally sensitive stewardship of the soil and trade justice. Tomy was previously the Vice President, Corporate Communications, Alacrity Group of Companies, Chennai.

### **Tom Thomas (Secretary)**

Tom has close to three decades 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. As the convener of Corporate Responsibility Watch, a coalition of organisations and individuals tracking responsible business in India, and as a member of several national and international civil society coalitions furthering the idea and Praxis of community participation, he has been an ardent advocate of business and human rights.

### **Maria Shobana (Treasurer)**

Shobana worked in the Railway Audit Wing of the Indian Audit and Accounts Department for more than two decades. Her work included inspection of Railway offices and compilation of findings and submission of reports to Railway Officers. The final report for the entire Railways is laid on the

table of Parliament. Her scope of work also included reviewing projects in the Integral Coach Factory and Workshops/Stores of Southern Railway and the complete working of all departments of the Southern Railway Headquarters and Divisions. Her experience includes evaluating risk management, and governance systems and providing recommendations for improving the organisation's operations in terms of both effectiveness and efficiency. Shobana has worked as a consultant on some of Praxis' projects and has been an internal auditor for Praxis.

### **Dr. T S Syamala (Member)**

Syamala is a Professor and Head at the Population Research Centre, Institute for Social and Economic Change, Bangalore. Trained in Anthropology and Population Sciences, she has over two decades of experience in research and teaching.

Her broad research interests are population ageing, reproductive and child health and public health issues. She has worked on issues related to menopause in the Indian context, issues on infertility and also on the different dimensions on ageing in the Indian context. She has been involved with several large-scale studies such as National Family Health Survey, Building Knowledge Base on Ageing in India and Ageing and Well-being in the globalized world.

### **Christy Abraham (Member)**

Christy Abraham has more than 30 years of experience, working on a range of development and human rights issues, such as disability, HIV/AIDS, and women's rights.

She has significant grounded experience in mobilising communities, formation of networks, community-based organisations and building a perspective on rights, voice, civil society space, and access to justice. She has worked with a wide range of organisations ranging from ActionAid India, ActionAid International, The Association of People with Disability, and SPID Consulting Ltd. She is also on the Board of Leprosy Mission Trust, New Delhi, Treasurer, Ashraya, Bengaluru and Founder Trustee Ysman International Trust, Bengaluru.

---

## GENERAL BODY MEMBERS

Members of the Managing Committee are also on the General Body. In addition, the General Body has the following members:

- **Albertina Almeida**
- **Prof. Dr Arif Hassan**
- **Dr Robert Chambers**
- **Mr Shankar Venkateswaran**



## RETREAT 2025

Praxis Retreat was held from 10th February - 14th February 2025 in Kodaikanal, Tamil Nadu.

The five-day retreat provided a space for critical reflection on what it takes to sustain and strengthen our work in an ever-evolving landscape. Together, we examined both internal and external factors shaping our efforts – acknowledging our strengths, recognising our limitations, and identifying the shifting dynamics that influence our ability to create impact.

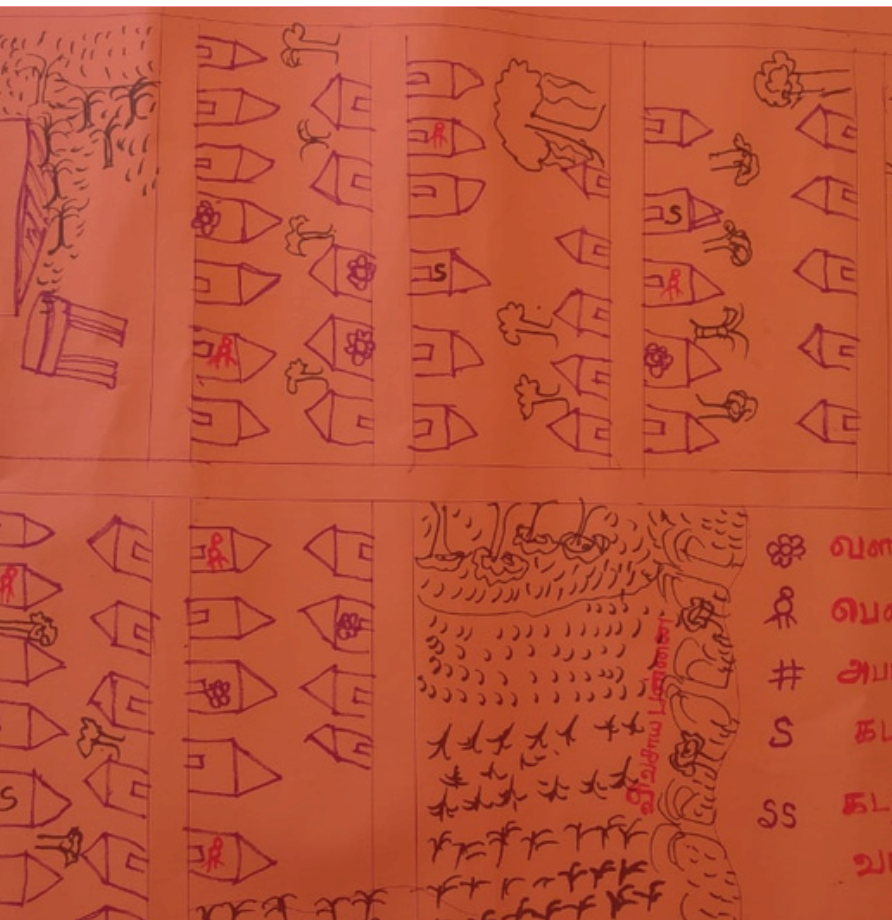
The team focused on existing skills, acquiring new ones, as well as rethinking our strategies to remain effective and relevant. The team also focused on practical steps such as leveraging collaborations, continuous learning, and resource mobilisation as key drivers of sustainability.

The sessions included those on AI in the context of our work, strengthening compliance and financial sustainability, capacity assessment and building, gender and PoSH and strengthening organisational efficiency by reviewing the organisational strategy. .





# Partner Organisations



## PARTNER ORGANISATIONS

---

Azim Premji Foundation

Child Resilience Alliance

DBMS Trust

Ethical Trading Initiative

Faizal and Shabana Foundation

New York University

Nudge LifeSkills Foundation

Oak Foundation

Pivot Collective

Swiss Philanthropy Foundation



## LIST OF OFFICES

### Delhi

9B, Vijay Mandal Enclave, Kalu Sarai,  
New Delhi – 110 016  
Tel: +91-11-26511030

### Patna

1st Floor, Maa Sharde Complex,  
East Boring Canal Road,  
Patna - 800 001

### Chennai

Flat No - 5 D 808  
Poonamallee High Road, Kilpauk,  
Chennai - 600 010  
Tel: + 91 - 44 - 2661 2876 / 83

### Bangalore

No:25/1 (Third Floor), 1st Cross, Captain Munshi Layout,  
Lingarajapuram, Bangalore 560084

### Praxis Training Centre

Tharavad Panayoor,  
P.O Vaniyamkulam, Palakkad District,  
Kerala - 679 522



info@praxisindia.org | [www.praxisindia.org](http://www.praxisindia.org)