ANNUAL REPORT

2017-18

PRAXIS

INTRODUCTION

Praxis Institute for Participatory Practices is a not-for-profit, which believes that for development to be truly democratic, the process must be made participatory and inclusive. Praxis envisages a world without poverty in which every person has the right to participate in decision-making processes, and to live a life with dignity and choices.

Through its action research, training and advocacy initiatives, Praxis provides a platform for the most marginalised to be included in processes that affect them.

Our work in the past year has been divided across four broad categories – Relief for the poor, Environment, Education and Medical relief. While most projects would ideally fall in more than one of these categories, for the sake of clarity, they have been arranged under the category that best expressed the essence of the project.

PROJECTS

1. Relief of the poor

Formulation of Social and Behavioural Change Communication Strategy for Elimination of Child Labour

At a state-level consultation, functionaries from various government departments hosted the release of the Social and Behavioural Change Communication Strategy Framework for Elimination of Child Labour in Bihar, developed by Praxis. The strategy was developed through a series of five workshops with stakeholders of varying profiles – the first identified key imperatives of the process of formulating a communication strategy. This was followed by separate workshops with groups of rescued child labourers, members of their family, community leaders, frontline workers, representatives of civil society organisations and district-level functionaries of various government departments. These workshops aimed at collating voices, experiences and recommendations of key stakeholders in order to tailor a strategy to combat child labour.

Facilitating Community-led Child Protection Mechanisms

As a part of an inter-agency collaboration for facilitating emergence of community-led mechanisms of child protection, a team of facilitators and community mobilisers associated with local NGOs in two clusters of villages in Jharkhand were mentored. The first phase of the initiative – implemented between December 2015 and January 2018 – sought to understand harms faced by children from the perspective of local communities in Jharkhand and enabled planning of suitable interventions under their stewardship. The second phase initiated in February 2018 envisaged deepening of inter-community collaborative action within the two clusters of villages against a specific harm of focus, over a three-year period.

Bihar State Action Plan for Elimination of Child Marriages and Dowry

The Bihar State Action Plan for Elimination of Child Marriages and Dowry was developed based on a review of data and engagement with different stakeholders. The Plan emphasised upon the need for effective implementation of legal safeguards, programmes and policies towards empowering adolescents, generating awareness, improving quality of education and other development opportunities, besides addressing unfavourable social norms. It also proposed collection of data on important indicators and having a mechanism for monitoring, besides stressing upon the need for convergence by different departments.

Assessing availability of homestead land in Bihar

Praxis produced a report based on an assessment of availability of homestead land amongst disadvantaged

communities in five districts of Bihar. The report brought to the fore issues related to availability of homestead land, own house, documents proving one's occupancy of land, etc. with an exclusive focus on Scheduled Castes and Scheduled Tribes.

Assessing protection needs of children in Bihar

Praxis was entrusted to undertake assessment of protection needs of children in two districts of Bihar - Kishanganj and Gaya. The assessment sought to explore various forms of child vulnerability and opportunities to address the same through resources available within the district, in consultation with a wide range of stakeholders, including local communities, CSOs and members of district administration, CWCs, JJBs, SJPUs, Childline, Labour Enforcement Cells and various departments.

Forming partnerships to free Jaipur of child labour

A strategy workshop was convened in Jaipur to explore the development of a model of collaboration between

government, businesses and civil society, and between state agencies in Rajasthan and Bihar – with the ultimate goal of making Jaipur a child-labour free city with thriving traditional industries.

Supporting action research groups on bonded labour

Non-governmental organisations facilitating action research groups on issues related to bonded labour in North and South India were supported through an ongoing three-year project. The action research groups in North India are working on themes such as linking Dalit children with education, addressing the issue of loans and illness, and intergenerational bondage in Sitamarhi and Motihari districts on Bihar.

In South India, review-cum-capacity building workshops were facilitated for 12 action research villages in Tamil Nadu. The thematic areas they are working on include school dropout issues, loans and debt, alcoholism leading to forms of bonded

labour, health problems and looking at alternative livelihood options to come out of bonded labour situation.

Corporate Responsibility in India

The State of Corporate Responsibility in India 2017 report, developed by Praxis, along with other partners, was released in Delhi. Post the Companies Act 2013, Corporate Social Responsibility funding became the talk of town. In such an environment, where CSR activities are being awarded across the board, companies need to be more responsible and accountable for the social and environmental consequences of their core operations. In this context, the report explored not only how CSR activities are carried out by companies, but also on how companies treat aspects of labour rights, social inclusion, environmental violations and human rights.

Understanding bonded labour in urban and rural Bihar

A pan-Bihar study focusing on people working in different circumstances such as in rural households, urban centres, as

well as in conditions of child labour was undertaken. The study aimed to examine the typical profiles of people in difficult circumstances and situations of bondedness and identify risk and protective factors that shaped their experiences. It reached out to 8,000 respondents across 27 districts of Bihar as part of the survey and involved 200 in-depth interviews, with the scope of providing empirical data and insights to guide policy-making. Initial findings have been shared with multiple stakeholders.

Formulation of Citizen's Report Cards

Citizen report card formats were developed to study the status of welfare schemes such as the Mahatma Gandhi National Rural Employment Guarantee Act, the Sarva Shiksha Abhiyaan, Right to Information and the Integrated Child Development Services in Jharkhand from a citizen's perspective. Orientation workshops were facilitated for data collectors and a survey was conducted in 54 villages (40 project villages and 12 control villages) in four districts namely Khunti, Pakur, Sahebganj and Dumka in Jharkhand.

The Citizen Report Card was presented at a State-level Consultation in Ranchi. The project is in the second round of data collection.

SDGs for Denotified Nomadic and Semi Nomadic Tribes

A model for community-based monitoring of Sustainable Development Goals was created from the lens of Denotified, Nomadic and Semi-Nomadic Tribes, for which two rounds of data collection was done at 50 locations across the states of West Bengal, Bihar, Rajasthan, Haryana and Gujarat. As part of the analysis, a Ground Level Panel was convened in June, wherein community representatives from these states deliberated on the empirical data gathered on the status of these communities and came up with a charter of demands. The inception workshop for the project was held, wherein partner agencies explored possible methods for understanding intersecting inequalities, while in the culmination workshop partner organisations from five countries participated to draw common learning points vis-a-vis path ways to accountability.

Mobilising and mainstreaming the marginalized

In continuation with the 'Leave No One Behind' mandate of the Sustainable Development Goals, an effort was made to reach out to community leaders and enhance their capacity to promote partnership in realising different goals. As part of the process, 56 Community-Led Organisations (CLOs) in Odisha, Bihar, Jharkhand, Uttar Pradesh, Delhi and Chhattisgarh were provided with capacity building and hand-holding support in organising Ground Level Panels (GLP) - a process where people with lived experience of vulnerabilities come together to collect information, analyze and inform policies that affect them. As part of the exercise, GLPs were organised across the six states on multiple thematic areas – Education, Health, Nutrition and Forest Rights Act.

During the year, 14 GLPs were held on issues of education, health (adult reproductive and sexual health and malnutrition), Forest Rights Act and Right to Food. In all, 277 panelists were part of these deliberations and reached out to 787 community members during the dissemination of demands. As part of the community-level deliberations, CLOs reached

out to more than 4,405 people, helping create empirical narratives and identify issues for the GLP process. The entire process has led to the development of 14 charters of demands by people from Dalit, Tribal and Muslim communities.

Strengthening livelihoods of Dalit communities by leveraging the potential of Bhoodan land

Consultations were undertaken with project partners and communities in Buxar, Bhojpur, Nalanda, Nawada and Gaya districts in Bihar to explore the potential of Bhoodan land. The study aimed to explore the impacts of the ongoing projects on the social and economic status of Dalit communities, and to identify thrusts for the next phase, especially towards enabling emergence of stronger collectives of women farmers.

Assessing water supply programme in Gaya

To assess the impact of Mini Piped Drinking Water Supply (MPDWS) on the lives of people and to identify lessons with respect to changes brought about by the programme, a study was initiated to assess the MPDWS programme implemented by an organisation in villages of Gaya district of Bihar. The team undertook interactive discussions with groups of beneficiaries, non-beneficiaries and members of User Committees. A one-day consultative process was also conducted with program functionaries.

Capacity Needs Assessment of practitioners of Dance Movement Therapy

Support was provided to an organisation undertaking an assessment of capacity needs of its functionaries associated with promotion of Dance Movement Therapy. The objective of the partnership was to support their staff in enhancing their professional skills and capacity in service delivery, by identifying key capacity needs that any design of a capacity building program should address.

Towards Human Rights and Business

Findings from the third edition of the India Responsible Business Index (IRBI), ranking top 100 companies listed on the Bombay Stock Exchange were released at the India Responsible Business Forum (IRBF) in New Delhi. The index analyses policies of the top 100 companies from the lens of inclusion, following the principles laid in the National Voluntary Guidelines for Social, Environmental and Economic Responsibilities of Business (NVGs). The Index, developed in collaboration with other NGOs, came out with major findings, like 34 companies not extending their child labour policy to the supply chain, which is a matter of concern. Praxis, during the year, also actively engaged with academic institutions to further disseminate the findings of the Index among students.

Template for Assessment of needs of children in Bihar

A template for data collection on Child Protection indicators was developed by Praxis, for use by District Child Protection Units across the state in producing annual plans of action focusing of key needs of children.

Developing Social Action Analysis Manual

An organisation practicing Social Analysis and Action (SAA) as a model for gender transformation was supported in the development of a global manual that could be used by its teams working in different countries in varied contexts. SAA is a community-led social change process using participatory tools through which individuals and communities explore and challenge social norms, beliefs and practices around gender and sexuality that shape their lives. It aims to achieve the long-term goal of empowering vulnerable communities through the advancement of equitable gender, social and power norms.

Formulating Bihar State Child Policy and State Action Plan on Child Protection

A comprehensive State Policy and State Action Plan for Children of Bihar was formulated based on an extensive review of secondary data related to demographic profile, health, education, water and sanitation, child labour and child marriage and other such factors that impact their right to survival, protection, participation and development. The exercise brought out the challenges that exposed children to a range of vulnerabilities. A set of strategies and activities was proposed to be carried out by specific departments and in convergence with different departments to address these challenges. The reports developed by Praxis are currently available on the website of the Government of Bihar. Later, government functionaries took part in a one-day workshop on the situation of children, where they discussed and analysed different aspects of the well being of children.

2. Environment

Building community action for leveraging floodwaters

To identify and build on local practices of managing water that have (or potentially could have) a bearing on prospects of stronger livelihoods and sustainable use of natural resources, Praxis extended its support in generating a Community Action Initiative for leveraging floodwaters. Interactive discussions were held with groups of farmers within a sample of flood-prone communities located across three districts of north Bihar. As part of the initiative, fieldwork was undertaken to villages of Samastipur, Sitamarhi and Muzaffarpur to generate a pool of community-based practices and learnings.

Food security, agriculture and climate change learning programme

The visit of five students who were part of a reflective learning process on food security, agriculture and climate change was facilitated so that they could understand some of the work Praxis has done with various urban and rural communities on this issue and understand, through field visits, the context of peri-urban and urban farming. The students were introduced to the work that Praxis has done in the context of climate change and agriculture, particularly the Ground Level Panel to analyse State Action Plans on Climate Change. Students visited two farms where they interacted with agricultural households to understand their engagement and challenges and had discussions regarding opportunities related to farming in the urban context. An orientation of the students on the issues of climate change and global political economy was also done. The students consolidated their learning and drew connections between India and their own country's context using some of the participatory tools.

3. Education

Training on participatory approaches and PME

Capacity building on Participatory Methods and Participatory Monitoring & Evaluation were provided to students of educational institutions in Patna and Delhi as well as groups of NGO staff. The sessions covered aspects like facilitation skills and PRA tools and methods with the aim to build their capacity in maximizing participation and ownership by the community. In addition, the capacity of its 30 member programme and field team in the application of Smartphone in enhancing the quality of reporting and documentation was also built. Participants learnt the basics of photo/videography and editing techniques on a phone.

Training of community social workers of a Children's Foundation

The community social workers working in a children's foundation in Jharkhand's Koderma district were trained in the use of participatory methods in the context of facilitating the community to prevent child labour. The training focused on creating action plans and implementing them with the support of the stakeholder groups – children, women, youth and Panchayati Raj Institution (PRI) functionaries.

Campaigns, Advocacy and Influencing Leadership Programme

A two-part training was conducted for an organisation's campaign team, which aimed at increasing knowledge and understanding of the role the team can play in delivering long-term sustainable change at scale on the Gender Justice and Inequality themes in their programmes at local, state and national levels. The focus was on helping participants understand how to create powerful campaign stories – of self

and collectives and how to contextualise them to contemporary situations.

Training on PME for an NGO working for children

An orientation on Participatory Monitoring &Evaluation for a team working on a child rights and protection project in Kolkata and Chennai was organised. The team learnt the basics of participatory methods, monitoring & evaluation, result-based management, facilitation skills, PRA tools and methods. The exercises included discussions on child protection, engagements with stakeholders around railway stations, where the project works, and outcome-based monitoring and evaluation to strengthen the team's understanding.

Understanding budgets from children's perspectives

A training introduced 30 participants from 15 partner organisations to the importance of the Tamil Nadu government's resource allocation plan in realizing child rights. The sessions helped participants understand the Union and state budgets from a child rights lens, unpacking budget terminologies, budget codes and the process of budget making at central, state and panchayat levels. The sessions also provided hands-on practice on budget analysis, using Annual Financial Statements and demands for grants of select departments.

Assessment of training needs of care providers in Shelter Homes in West Bengal

The training needs of functionaries associated with shelter homes in West Bengal were assessed based on interactions with a pool of 63 caregivers and supervisors working in seven shelter homes. The process sought to understand their inherent strengths, challenges and aspirations towards improving their role performances.

Child-led assessment of quality of shelter homes

Children who live in shelters are the best stakeholders to assess quality of care services they receive there. Keeping this in mind, Rainbow Homes in Patna were assessed using participatory processes with the children, wherein they identified indicators that went into the formulation of a participatory tool. The tool was then piloted across five shelter homes to map the services and the quality of services they provide.

Integrating SDGs into governance

Aimed at integration of Sustainable Development Goals (SDGs) into governance in Assam, a manual and tool kit was evolved to orient elected representatives as well as government functionaries at the state's district and sub-district levels. These documents were meant to help them integrate SDGs in the process of planning, implementation and monitoring of local development interventions.

The state government's two-year journey towards integration of SDGs into programmes and policies was also documented through a report titled 'In Pursuit of Sustainable Development'. It captured various activities and initiatives undertaken to re-orient, re-design, reflect and re-energise programmes and policies towards achieving the SDGs in Assam.

Capacity Building for Organisational Development

The project functionaries of a grassroots organisation working on child centric issues in Jharkhand were trained in crucial aspects such as organisational communication, gender, monitoring and evaluation and micro planning. Sessions around each of these significant themes were facilitated through interactive sessions, role plays and with the use of participatory tools customized to suit the themes on which the participants were working.

4. Medical relief

Developing toolkit to curb Diarrhoea in children

Diarrhoea is a common disease among children in India and this highly preventable and easily curable disease is taking many lives. A toolkit was developed and the staff and community health volunteers of an organisation working with children on community-based initiatives to curb incidences of diarrhoea in four states – West Bengal, Delhi, Uttar Pradesh, Uttarakhand – were trained.

Understanding factors influencing toilet use

To understand how the Swachh Bharat Mission was balancing the construction of toilets with promotion of toilet use, a combination of immersion and reality check methodology was used. Teams lived in selected villages in Madhya Pradesh, Rajasthan and Uttar Pradesh for a few days and engaged with a range of stakeholders to understand what factors encouraged

and discouraged the construction and use of toilets among these community groups.

Evaluating a programme on survivors of trafficking

An NGO's project on strengthening physical, mental, social health status among survivors of human trafficking and sexual exploitation through the restorative care approach was evaluated based on interactions with the implementing team, the survivors, government officials at the block and district levels and the community members in various blocks of North 24 Parganas district of West Bengal to understand the transformation of the young women from victims to survivors to leaders in their communities. The evaluation explored the role played by the Survivors' Collective in advocacy towards accessing entitlements and enabling policy-level changes in the trafficking sphere and the space for mental health of survivors of trafficking in the larger health discourse.

Reviewing MIS of intervention with trafficking survivors

The Monitoring and Information System (MIS) developed and used by an organisation to inform its project on strengthening physical, mental, social health status among survivors of human trafficking and sexual exploitation in North 24 Parganas of West Bengal was evaluated. The study involved interactions with the main users of the MIS app – the survivors, social workers and the MIS team at the organisation to review the application and suggest improvements to the same.

Formulating District Disaster Management Plan for Rajasthan

The process of formulation of District Disaster Management Plan (DDMP) 2017-2018 for the district administration of Alwar district in Rajasthan was facilitated. The plan focused on strengthening arrangements for prevention of disasters and bringing about better preparedness. The collaboration also sought to bring about comprehensive preparedness to deal with emergencies in all stages, i.e. pre, during and post disasters. A range of consultations was facilitated with functionaries at district, block and panchayat level to generate an extensive database of various forms of vulnerability, hazards and relevant resources in the district. The DDMP can be viewed on the website of the Government of Rajasthan.

Evaluating a film-based toolkit with adolescent girls

A film-based curriculum for adolescent girls working in cotton mills, which aims to bring people together to discuss problems and develop common solutions to issues that girls face at home and at the workplace was developed by a partner NGO. Praxis is monitoring the programme through baseline and endline assessment. The monitoring & evaluation (M&E) design aims to measure whether some of these outcomes have been achieved, while keeping the need to measure results in balance with the need to implement the programme itself. The focus of this study is limited to a few measures of acquisition of knowledge and use of the most relevant attitudinal scales.

Formulating a Social Behaviour Change Strategy for new-born child survival in Bihar


To contribute to the efforts of improving newborn child survival in Bihar, a Social and Behavioural Change strategy was designed. The strategy adopted a life-stage approach, covering a period of approximately 306 days, starting from day 1 of a child's conception till the time the baby is 28 days old, where specific interventions were targeted towards specific stakeholders at specific times. As part of the process, field visits were undertaken across select locations in Gaya, Purnea and Sitamarhi and the learnings were exchanged with government functionaries and CSOs at state and divisional levels. The main objective of the consultation was to gather experience-based learnings about essential roles, arrangements, processes and precautions that help to enhance newborn survival, for developing a holistic Social and Behaviour Change Strategy for Newborn Survival for the state of Bihar.

Web-based application for managing interventions to reduce risks of disasters

A modified version of an integrated web-based application named 'Disaster Ready' was finalised to serve as a one-stop repository of information on hazards, vulnerabilities and disaster management plans integrated with GIS applications, aimed at enabling authorities to keep track of all interventions of Disaster Management based on real time data, for ensuring improved responsiveness, accountability and preparedness for various disasters occurring across Bihar. This application enables users to track latest updated data on disasters at the district, block and gram panchayat level. The data related to changing levels of threat of disasters can be uploaded on a real-time basis. It can be accessed on www.preventingdisasters.org.

PUBLICATIONS

Status of Corporate Responsibility in India, 2017

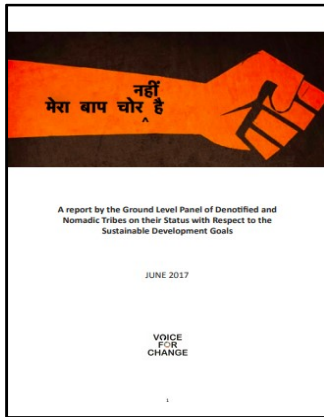CSR: A Cover-up For Irresponsible Business?
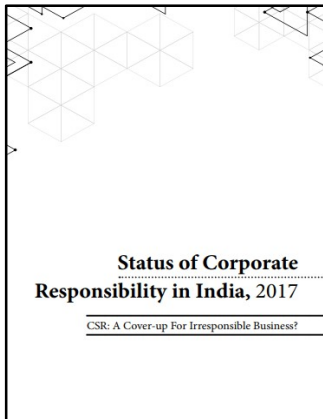
Praxis, along with Corporate Responsibility Watch (CRW) scanned the business environment from an equity lens across five community-focused issues: Non-discrimination in the workplace, employee well-being, inclusiveness in supply chain, and the community affected by business, in addition to the community development covered by conventional corporate social responsibility.

'In Making Growth Inclusive', CRW provides companies a new set of data and analyses to help evolve policies that are aligned to the National Voluntary Guidelines and thereby create an enabling ecosystem in which there is a level playing field in community corporate negotiations. It focuses on 5 elements of inclusion.

2018
Making Growth Inclusive
Analysing Inclusive Policies, Disclosures and Mechanisms of Top 100 Companies

Disclosure Matters Series: Part V
February 2018

The report was based on the Ground Level Panel convened in June 2017 to discuss and deliberate upon the issues faced by the Denotified Nomadic and Semi-Nomadic Tribes as well as the analysis and inference of data collected from 174 respondents from 50 locations across 5 states on the Sustainable Development Goals.

The guidebook titled 'Building Smart Tibetan Settlement' compiles a range of participatory approaches and notes on popular methodologies to facilitate application of Strength-based Approaches to Community Development that can be employed by extension functionaries in determining the development needs of Tibetan Settlements and local communities.

एक टुकड़ा ज़मीन की खातिर ...

2016
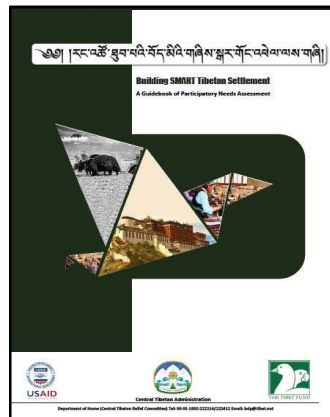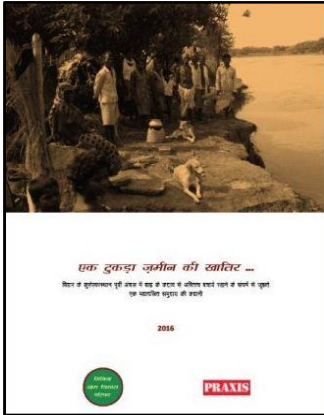
PRAXIS

Over past few years, Praxis has been closely working with people who have been fighting for the land rights of marginalized sections deprived of the homestead land. The book titled 'Ek_Tukda_Zameen_Ke Khateer' captured the struggles of the marginalised Dalit community exploited by powerful scions of a feudal family in Ujua village, located north of the hard-to-reach confluence of Kosi, Kamala and Kareh rivers in Bihar.

FINANCIALS

SOURCES OF FUNDING (Figures in Rs 000s)				
Activity	**2017-2018**	**%**	**2016-2017**	**%**
Consultancy/Research Fee	42078	69.84	27650	38.19
Training & Workshop	48	0.08	474	0.65
Income from Investment	9465	15.71	8300	11.46
Other Income	1500	2.49	5834	8.06
Grants	7158	11.88	30149	41.64
GRAND TOTAL	**60249**	**100**	**72407**	**100**

Sources of Funding 2017-18

- Consultancy/Research Fee
- Training and Workshop
- Income from Investment
- Other Income
- Grants
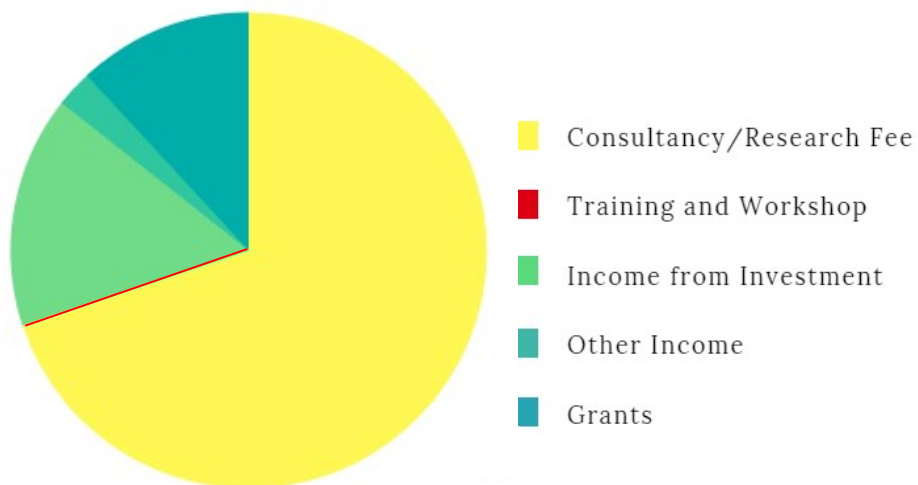
DISTRIBUTION OF EXPENDITURE (Figures in Rs 000s)				
Activity	**2017-18**	**%**	**2016-17**	**%**
Relief of the Poor	19336	47.51	35444	78.66
Preservation of Environment	47	0.12	810	1.80
Education	5571	13.69	371	0.82
Medical Relief	2578	6.33	4	0.01
Institutional Development	31	0.08	55	0.12
Programme Monitoring and Support	5437	13.36	1436	3.19
Administration and Office overheads	7327	18.00	6546	14.53
Capital expenditure	368	0.90	393	0.87
GRAND TOTAL	**40695**	**100**	**45059**	**100**

Distribution of Expenditure 2017-18

- Relief for the poor
- Preservation of environment
- Education
- Medical Relief
- Institutional Development
- Programme Monitoring and Support
- Administration and office overheads
- Capital Expenditure
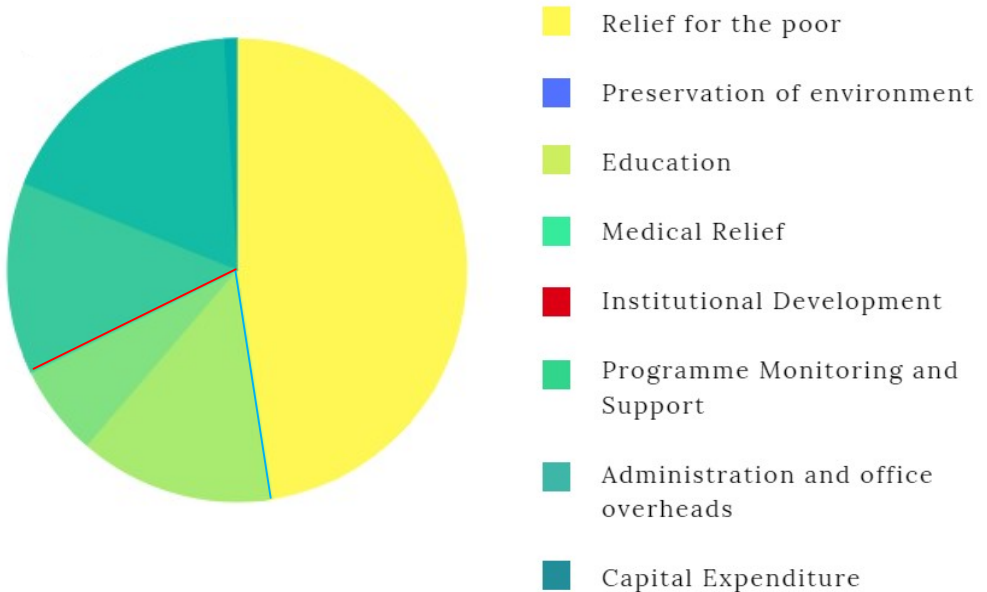
TEAM CHENNAI

Baskar R. (Programme Assistant)

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 close to three 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

Mary George (Fellow)

With close to three 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 (Programme Manager)

Moulasha is a demographer and researcher by training. He has more than two decades of experience working with national

and international development agencies. For the past 5 years, he has also handled projects focusing on monitoring community mobilisation, community participation and water governance. His current research interests revolve around issues of religious minorities, child rights, madarassa education, urban poor, maternal and child health.

Sabu Varghese (Senior Administrative Officer)

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

Stanley Joseph (Consultant)

Stanley has close to two decades of experience in social work practice, participatory research, action research and also been part of responsible business assessments. Since 2000, he has focused on child labour issues, HIV-related stigma and discrimination in workplace, LGBT communities and labour practices. He has extensive experience in community empowerment through participation and has been involved in developing self-administrable tools for community-based organisations.

Tom Thomas (CEO)

Tom has close to three decades of experience in international social development with expertise across various thematic areas. He has led the Praxis team on several assignments that have provided critical inputs into development policy and thinking on social development, in India and in several countries across the world. Prior to joining Praxis, he held senior positions with Action Aid in India, Bangladesh and the

UK. Tom is also Convener of Corporate Responsibility Watch, a coalition of organisations and individuals tracking responsible business in India. He additionally holds membership of several national and international civil society coalitions furthering the idea and praxis of community participation as well as responsible business. Tom is also member of the Praxis Board.

TEAM DELHI

Akoijam Surjit Singh (Consultant)

Akoijam has over nine years of work experience in the development sector and around 5 years in the space of education. He also has experience in administrative work, managing and coordinating, monitoring and evaluation, training and motivating staff. His core interests include environment, human rights, child right, education and youth issues.

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.

Bhawna Verma (Development Trainee)

Bhawna has a background in sociology and community development. At Praxis, Bhawna has supported the programmes team in fieldwork and research based studies.

Deepti Menon (Programme Assistant)

Deepti has an academic background in Social Work and has been inclined towards working for children and has been part of research related with child labour and women empowerment. She has been part of projects which has enabled engagement with rural and urban community in understanding their needs, aspirations and helping in identifying scope of engagement with them.

Dheeraj (Senior Programme Officer)

Dheeraj has close to a decade of experience in the realm of community mobilisation, community institution building, participatory monitoring and evaluation, decentralised micro-planning and developing implementation systems. For the last four years he has been researching disclosures and policy commitments of top 100 listed companies in India. He is part of the Principal Research Team of the India Responsible Business Index.

Lorina Anal (Consultant)

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.

Mary Abraham (Programme Assistant)

Mary has a background in Sociology. She possesses a keen interest in research and her research interests include issues of gender, education and development. She has supported Praxis in a range of work around sex workers and child labourers.

Md. Nishar Alam (Senior Finance Officer)

Nishar has close to 10 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.

Pradeep Narayanan (Director, Research and Capacity-Building)

Pradeep is a human rights activist-researcher associated with many rights-based NGOs and campaigns in India. He has close to two decades 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 (General Manager, Finance and Administration)

Ranjit has an experience of more than two decades 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.

Rohan Mukerjee (Consultant)

Rohan is an NGO professional with a passion for promoting community based environmental protection and management;

and sustainable and equitable development of marginalized communities. He has supported Praxis on a range of assignments involving engaging and mobilizing communities and supporting community-led organisations in six states.

Sharmistha Sarkar (Fellow)

Sharmistha has 15 years of experience in management and implementation of large-scale programmes on food security, maternal and child health and institution building in rural and tribal areas. She has experience in various kinds of research, evaluation and capacity building in the areas of gender, child rights, food and livelihood security, social inclusion, maternal & child health, poverty assessments, decentralisation, disaster preparedness, life skills education, etc.

Shireen Kurian (Consultant)

Shireen is a journalism and media specialist who coordinates the corporate responsibility initiative of Praxis. She has experience in CSR-related work and projects in effective communication and documentation around corporate transparency and accountability. Her interests lie in gender issues, development media, law, civic issues and human rights.

Shishupal Prajapati (Senior Administrative Officer)

Shishupal has worked for more than a decade 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.

Sowmyaa Bharadwaj (Deputy Director, Research and Capacity Building)

Sowmyaa has more than a decade of 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.

Tarini Shipurkar (Development Trainee)

Tarini has a background in Sociology. In the past, she has worked as a researcher on projects related to youth, gender, climate change and the urban labour market. Her main interests lie in the areas of gender, sexuality and human rights.

Urvashi Mitra (Programme Assistant, Communications)

Urvashi has a background in Sociology and Public Relations, and has experience in communication for social change. She is part of a team that handles internal and external communication, including social media at Praxis.

TEAM PATNA

Abhay Kumar (Senior Programme Officer)

Abhay has close to 10 years of association in development sector with experience in conducting participatory evaluations, action research, budget analysis and capacity building activities. For last four years he has also been engaged in initiatives related to resilience building and developing disaster management plans.

Anindo Banerjee (Director, Internal Programme Initiatives)

Anindo has over two decades of 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 decentralization.

Nancy Priya (Programme Assistant)

Nancy is a post-graduate in journalism and prior to joining Praxis, she has interned with an NGO working on issues of child rights and some media organisations. Her areas of interest are development communication and media advocacy as she strongly feels that the voice of common people should be given utmost priority while making policy decisions.

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. Before joining Praxis he worked as a freelance photographer for seven years.

Rajendra Ram (Office Assistant)

Rajendra Ram has more than three decades of supporting development organisations. He assists in day-to-day activities like photocopying, filing, stores and office maintenance.

Shilpi (Programme Officer)

Shilpi has seven years of extensive experience on several research studies and capacity building initiatives including Women Empowerment, Sexual and Reproductive Right of Women, Migration, Child Protection decentralized planning

and governance etc. She has assisted in conducting participatory assessments and evaluations of livelihoods project in Bihar India. Her expertise lies in the application of participatory learning activities (PLA), ethnographic methods including semi-structured interviews, focus group and facilitating capacity building training.

Vijay Prakash (Programme Officer)

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 (Senior 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

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 5000 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.

V S Thyagarajan (Treasurer)

Thyagarajan is a Chartered Accountant by profession and has over four decades of corporate and development experience. His specialization is in Governance and Accountability and he has vast experience in managing finance, HR and administration in the NGO sector. He has worked as the Director of Finance and Administration for the Action Aid (UK) for its India Programme (for 8 years) and also in the same capacity for AMREF (African Medical Research Foundation) for 6 years. AMREF is an International NGO focused on health, headquartered in Nairobi, Kenya . He has served for six years from 2007 to 2013 on the board of Richmond Fellowship Society, an NGO working in the area of psycho-social rehabilitation. Richmond Fellowship have their headquarters in Bangalore. He is currently an advisor to

the Board of Belaku Trust, an NGO that works with health and livelihood of rural women and children.

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 book 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 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 Wellbeing in the globalised world.

MEMBERS OF THE GENERAL BODY

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

Mr Arjun Rajagopal
Prof. Dr Arif Hassan
Dr Robert Chambers
Mr Shankar Venkateswaran

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PARTNER ORGANISATIONS

Breakthrough	Institute for Development Studies, Sussex
British Asian Trust	KailashSatyarthi Children's Foundation
CARE	Kolkata Samved
Caritas	Mithila Gram VikasParishad
Central Tibetan Administration	National Alliance Group for the Denotified and Nomadic Tribes
Centre for Social Equity and Inclusion	Oak Foundation
Centre for Sustainable Development Goals	Oxfam India
Centre for World Solidarity	Partners in Change
Change Alliance	Paul Hamlyn Foundation
ChetnaVikas	Plan India
Child In Need Institute	Pragati Gram VikasSanstha
Children's Investment Fund Foundation	PrayasGrameenVikasSamiti
CBM	Rainbow Homes Foundation of India
Columbia Group for Children in Adversity	READ (Rights Education and Development Centre)-
Dalit AdhikarManch	SamagraShikshaEvamVikasSansthan
Development Management Institute, Delhi	Samarpan Foundation-confirmed from Shilpi
Edible Routes	San Diego State University
Empyrean Research	Sanjog
European Union	Save the Children
Freedom Fund	Swasti
Georgia College	Unicef
State governments of Bihar, Rajasthan and Assam	Water Aid India
Human Rights Advocacy and Research Foundation	Welthungerhilfe