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# ANNUAL REPORT

2015-2016

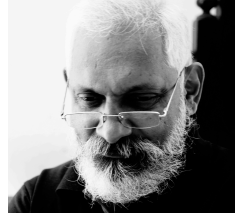
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**PRAXIS**


## FROM THE CEO

The year saw the culmination of hectic parleys and discourses around what should replace the



Millennium Development Goals. Unlike the MDGs that were decided upon in a series of closed-door meetings at United Nations' offices, the canvas was expanded in the run up to SDGs that were signed off in September 2015. Civil Society Organisations including Praxis were active in listening to and including voices from the margins in a variety of ways – direct and indirect.


Praxis's continued search for ways of meaningful participation led us to collaborate actively with networks to evolve Ground Level Panels (GLP), as a methodology of unbrokered communication between communities and policy makers. The name originated from a political positioning of ground level voices at par with the voices of the formal 'High Level Panel' set up by the UN. Since then, Praxis has held GLPs across varied themes like agriculture, climate change and urban planning with groups like farmers, children, transgender, sex workers, persons with disability among others, providing platforms for people to dialogue directly with decision makers. Praxis



firmly believes that only when the most marginalised communities and the least heard voices get a prominent seat on the policy table, the ambitious goal of ‘leave no one behind’ can be achieved.

This year too, the overarching lenses of Equity and Governance continued to guide Praxis’s work both globally as well as locally. Our development sector researches focussed on deepening the sector’s understanding on a range of issues including child protection and bonded labour to sanitation. While the inter-agency based mechanisms of child protection was initiated in Jharkhand in 2015 the bonded labour study covered villages in northern and southern parts of India.

Training is a critical component in enhancing the skills of development workers to engage meaningfully with both communities as well as policy makers. As part of a series of immersive capacity building with urban development functionaries across the country to sensitise them towards child participation in urban planning, Praxis has trained representatives from the Ministry of Urban Affairs, Town and Country Planning Department, municipal corporations, government bodies and architects.



Breaking into the foray of business responsibility, Praxis along with a network of likeminded organisations and individuals launched the first 'India Responsible Business Index' (IRBI) that scored the Top 100 BSE listed companies, on SEBI mandated indicators of business responsibility. The coalition, Corporate Responsibility Watch, with Praxis as its Convenor, through its report 'Beyond 2%' continued to keep the focus on responsible business amidst the din of the mandatory 2% CSR. Not just how profits are spent, but how they are made, too is important and can no longer be ignored given the multiple ways in which corporates affect everyday lives and livelihoods of the everyone, particularly the marginalised communities.

In a year that found continued multilevel attempts at discrediting non-governmental organisations, Praxis is of the firm belief that more civil society action, and not less, is warranted in times such as these. But not as mere service delivery agents or sub contractors in development industry, but as partners in deepening and broadening democracy to make it truly participatory.

**Tom Thomas**  
CEO



## 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. 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 expresses the essence of the project.

## Creating Framework for Reintegration for Survivors of Trafficking and Sexual Exploitation



Survivors of trafficking and sexual exploitation face stigma in society, often with society refusing to accept them in their fold again. After interactions with representatives from 19 organisations across Jharkhand and West Bengal that work with these women, a model reintegration framework for trafficking survivors and survivors of sexual exploitation was developed to facilitate smooth reintegration of these groups in society.

## **Action research workshop to reduce bonded labour and trafficking**



As part of the ongoing work of 16 organisations across UP and Bihar on prevention of bonded labour and trafficking, two parallel support pathways are being adopted – community-led action research and participatory statistics. To inform these processes, a training on community story collection was conducted. Over 300 stories were collectively analysed by community members and NGO representatives to evolve eight key action research themes. The action research is currently underway in the two states. A pictorial self assessment tool was used to generate information to arrive at the prevalence of bonded labour and trafficking among children and adults.

## Networking to Strengthen Child Protection Mechanisms in Jharkhand



An inter-agency collaboration for strengthening community-based mechanisms of child protection in Jharkhand was initiated in 2015. This two-phase project aimed to support the strengthening of child protection systems through interagency use and testing of bottom-up approaches using participatory methods. This was done to complement dominant top-down approaches being used to implement the Integrated Child Protection Scheme in India.



## Evaluating Child-led Campaign for Safe Cities



The poor and the marginalised are often not even seen as the stakeholders of urban infrastructure, let alone recognised as people who build and sustain the city. An evaluation of a child-led campaign that advocates safe cities and spaces for all was carried out. As part of this, consultations were held with children, town planners, and policy makers among other stakeholders in various locations across India-Delhi, Bhopal, Chennai, Mumbai, Bhubaneswar and Sambalpur to understand their perspectives on and the successes of involving children in making cities safe.

## Planners learning importance of child participation in urban planning



As part of a series of immersive capacity building with urban development functionaries across the country to sensitise them towards child participation in urban planning, a training in Bhopal brought experts face to face with children living in slums. Representatives from the Ministry of Urban Affairs, Town and Country Planning Department, municipal corporations, government bodies and architects from Madhya Pradesh explored the feasibility of involving children in urban planning, learnt participatory methods to ensure child participation, and engaged with a group of slum children who gave inputs on mock plans they came up with.

## Building inclusive Smart Cities



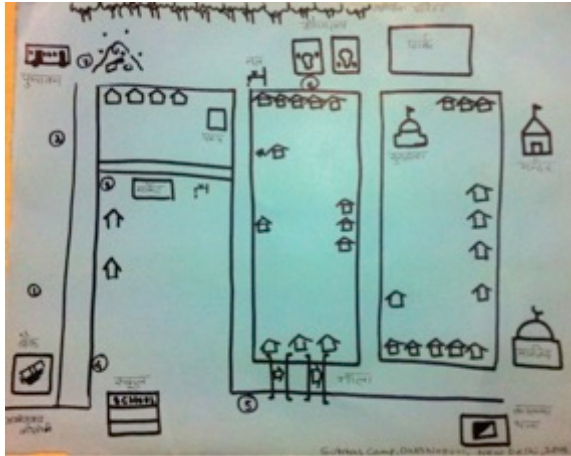
Consultations with young homeless children in Delhi and people from marginalised groups such as urban poor, sexual minorities and children were carried out in Delhi and Chennai respectively to unpack the issue of safe urban spaces. This was done in the broader context of the respective cities seeking inputs from the citizens on social media for their Smart City proposals.

## Community inputs for development of Bhubaneswar's Smart City project



A three-day facilitation programme was run for 30 community labs, with people living in slums, children, traders and resident welfare association members in different parts of Bhubaneswar. The community labs aimed to get people's views on Bhubaneswar as a Smart City so that these could be used to prepare a Smart City proposal.

## Equity audit for access to equal cities



A study was initiated to understand how infrastructure in the urban spaces is accessed by urban dwellers. The audit aimed to identify equity related issues as defined by the community and their perception of reasons behind such inequities when seen against other residential areas located in the area.

The survey reached out to people residing in B-1, JJ Colony, Sultanpuri, Delhi. People employed in Municipal Corporation of Delhi as Safai Karmacharis were targeted in order to collate the concerns of urban infrastructure with occupational safety and health issues of sanitation workers.

## Collective evolution of organisation's strategy



To better facilitate an organisation's work in the area of human rights in India over the next four years, a series of seven workshops was conducted with the senior management, middle management, activists and researchers. This culminated in an organisational strategy which would guide the direction of the their work.

### **Creating strategy for safe cities campaign**

To give direction to a child-led campaign working to make cities safe for children, there were interactions with staff working in different regions and capacities. Based on a situational analysis, mapping of skills, resources and aspirations, the campaign strategy for 2016-19 was evolved in a participatory manner.

## Marginalised groups analyse the United Nation's Sustainable Development Goals



A Ground-Level Panel of people living in poverty and in vulnerable conditions was convened in September 2015 to understand what the United Nations' Sustainable Development Goals (SDGs) meant for them. The panel included people from varied identities- farmers, children, urban poor, people with disability, sexual minorities, Dalits and tribals among others. They reviewed the SDGs and gave their recommendations on what would make the goals meaningful. This also furthered the previous work related to community mobilisation monitoring among sexual minorities and sex workers by bringing their perspectives to the forum.

## **Documenting right to guaranteed employment**

Process documentation of the Government of India's Mahatma Gandhi National Rural Employment Guarantee Act was undertaken. This is the world's largest programme aimed at poverty alleviation was the subject of the study in this project. Process documentation of Integrated Participatory intervention areas, capturing key learning drawn from experience of government, civil society organisations and community based organisations and MGNREGA workers.

## **Mapping child poverty and vulnerability**

In an attempt to understand deprivation of children - Knowledge, Attitude and Practices (KAP) studies were conducted on children's vulnerability in 50 villages across Bihar and the findings were disseminated. The consultation helped the NGO in its work on empowerment of women and children through its interventions related to health, vocational and training. A brief KAP of parents, caregivers and the wider community in the project locations was conducted to support the programme.



## Women leaders' voices for change



An end of programme evaluation of New Voices New Leaders was conducted. The programme has its foundations in the belief that women must be at the forefront of reform, that a woman's voice, perspectives, and participation must help shape positive change.

The programme aimed at building women's capacities to advance democratic values and processes, and to advance a feminist agenda of transforming politics based on peace, security and non-violence. It helped women advocates and activists, both at higher and grassroots levels, to combat violence in a non-violent way

## Studying internal circular migration



A study was commissioned to look into internal circular migration in Bihar. It focused on the migration patterns at both source and destination locations. The study generated insights on migration pattern, processes, availability of job opportunities, skills, social relations, village dynamics and governance from the lens of migration. While the source locations include Samastipur, Bhojpur, Purnea, Sitamarhi, Patna, Madhepura, Jamui, Katihar, and Nalanda districts of Bihar, the destination locations include Purnea and Patna in Bihar and select locations in Delhi. A series of interviews were facilitated with the group of migrants of various social profiles.

## Unpacking migration in Raigad



The study, which looked at the context of migration in Raigad district of Maharashtra, engaged with families of migrants, migrants themselves, and the few who had never stepped out of Raigad for work. The team engaged with communities in Poladpur, Mahad, Tala, Mangaon, Mhasala and Shrivardhan blocks of Raigad as well as migrants who had settled in Mumbai using participatory tools such as social maps, journey maps and entrapment tools. The study tried to understand the reasons for migrations, the push and pull factors that took people out of Raigad and the experience of living as migrants.

## Understanding disaster and land rights in Bihar's Kusheswar Asthan village



A visit was made to Ujjawa village of Kusheswar Asthan in Darbhanga district of Bihar. This visit was an opportunity for the team to stay with the local where the team stayed in village with the local communities for about 4 days and tried to understand their issues related to disasters and land rights. Ujjawa village is affected by flood every year for almost three to four months due to rivers like Kosi, Kamla, Vartman and others. Also, the land on which mostly the marginalised communities reside is eroding at a fast rate and people have been struggling to claim their land rights.

## Fact finding exercise following caste-based violence in Bihar's Nawada district



A fact-finding exercise was undertaken in Kajiya village in Akbarpur block of Bihar's Nawada district, where houses of 125 Dalits were razed to the ground, allegedly by people belonging to dominant castes. The study collated voices from the community on the ongoing land struggle in the region, the persecution they faced and the caste-based discrimination resulting in incidents of violence. It also analysed the portrayal of the incident in the social media.

## **Presentation for differently abled students on finances**



Youth with speech & hearing disability and hailing from economically weak families in rural areas were trained in basics in accounting and finance. The youth were graduates in accountancy/commerce and required support on the subject. The training, which was held in Chennai, contributed towards building an inclusive workforce. The training included a session for the participants to clarify any doubt they had related to the subject.

## Training Delhi government representatives in participatory budgeting



The Delhi Government in preparation for the Swaraj Budget scheme requested MLAs from 70 constituencies to nominate 2 people each to be trained in participatory budgeting, which will be facilitated through Mohalla committees. As a precursor to the technical sessions on participatory budgeting, 5 batches of trainings for 25 participants each was organized to orient the participants on some participation basics.

## **Preparation of micro-level planning of a Tamil Nadu panchayat to inform development work**



A detailed micro-level planning exercise was carried out in Enne Kol Panchayat in Krishnagiri District of Tamil Nadu to inform the work of a non-governmental organisation. The plan analysed the social, economic and political factors that would influence the development initiative in EnneKol. The process included an analysis of every village of the panchayat, identification and prioritisation of problems by the community members, and identification of their aspirations and plans.



## Bringing together Human Rights defenders



A two-day workshop was conducted for human rights Defenders from various parts of Chhattisgarh. They came together to share their experiences with focus on the adverse impact of coal mining, power plants and pig –iron plants on the environment and the people residing in the areas. The human right defenders drew a broad plan of action in the areas of advocacy, legal action and media sensitisation.

### **Towards human rights and businesses**

The project involved the creation of a primer on human rights and businesses in India, facilitating a workshop with businesses and leading a dissemination event for the release of the primer.

## Agrarian Communities' Action Plan to Combat Climate Change



A Ground Level Panel with farmers and agricultural workers in Delhi was organised to understand the effect of climate change on agriculture. After detailed discussions over three days, the panelists shared their experiences and inputs for the state action plans on climate change with civil society, media and experts. They raised concerns about the irreversible changes in lifestyle and livelihood, such as crop loss, increase in pests, delayed rainfall, etc, caused by climate change.

## Rapid Assessment report of Manipur Flood



Manipur faced devastating floods in August 2015, which led to loss of life and property. A rapid assessment of the situation was conducted to understand community response to it. The team visited affected villages to take stock of ground realities. The rapid assessment covered aspects such as impact of floods, coping mechanisms of the community, analysis of mainstream media's reporting, following of the National Disaster Management Authority's guidelines, among other things.

### **Chennai Flood Assessment**

Chennai and neighbouring areas faced man made floods in 2015, which caused loss of households, led to crop destruction and left livestock stranded. A flood assessment was carried out to evaluate the damage and help communities come up with coping strategies by networking with concerned individuals and organisations.

### **Identifying sustainable community led coping strategies**

Bihar is vulnerable to natural disasters like droughts, floods, earthquakes and to several man-made disasters. A framework and an instrument were developed to measure the resilience of communities to hazards. Understanding a community's inherent strengths that enables it to cope with threats for its survival, was main aspect to designing strategies that could be effective in offsetting adverse impacts of disasters

## Developing a module for training of government officials on Forest Right Act



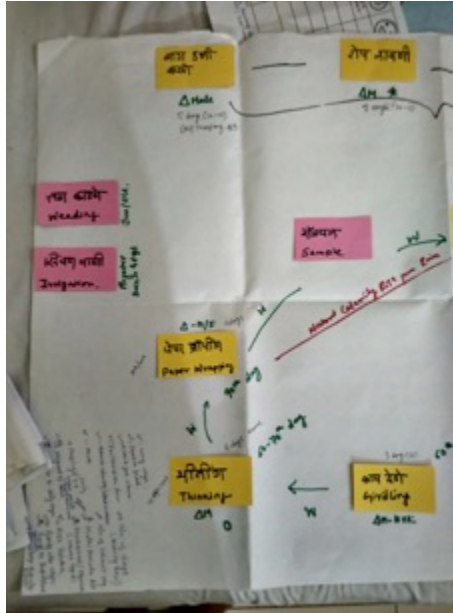
The team was entrusted to develop a module and reference materials for training of government officials on Forest Rights Act (FRA), 2006. The Forest Rights Act came into force to give ownership rights to the inhabitants of the forests. This module was developed for the use of the Scheduled Caste/Scheduled Tribe Welfare Department, Government of Bihar, for rolling out trainings on Forest Rights Act across the state.

## Community Perceptions and Aspirations of Sanitation



This study was undertaken to understand the current sanitation practices, issues related to sanitation and how it is linked to people's daily life situation like employment, children's education etc and their perspectives toward clean environment and health. The objectives of the programme were to help achieve the sanitation mission through community ownership.

## Intervention to improve ethical supervision of the supply chain of grapes



A project with an aim to produce basic information for improving ethical supervision of the supply chain of Pirka grapes and address possible human rights risks by detecting gaps in conditions and terms of work of different groups of workers within the supply chain. The study also looked at environmental impact, growing conditions and the relationship between the workers and the produce.

## Exploring ways to address Total Sanitation in Tamil Nadu



Sanitation is a space that urgently requires attention in a country like India where the burgeoning population and shrinking space is creating unhealthy and unhygienic conditions for its inhabitants. Poor drainage, water supply and overall sanitation system increases the chances of disease and impacts the environment adversely. Being a priority area, engagement with communities is necessary to help the cause of total sanitation. The findings on 'Fecal Sludge Management in Tamil Nadu' were shared with Government officials from Trichy region.





## **Creating enabled ecosystem for sectoral knowledge development and action**

The aim of the ecosystem project was to create sectoral knowledge in realm of agriculture and corporate citizenship with particular focus on sustainable development. The programme envisaged creating knowledge products and sharing the learning with relevant stakeholders, for example through urban farming.

## Using participatory approaches in child protection



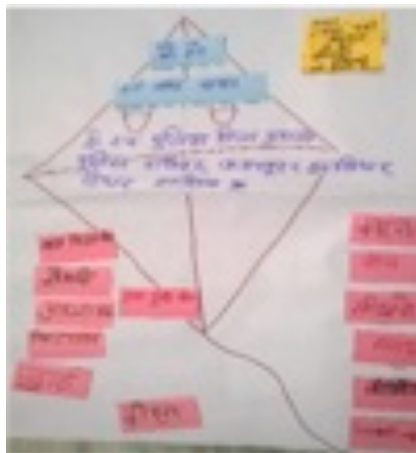
A five-day workshop at Sanchi, Madhya Pradesh, trained frontline workers of a few organisations working with children on using participatory approaches in mapping of issues of child protection in rural areas of Shivpuri and Rajgarh districts. This consisted of two-day classroom facilitation on PRA tools and techniques and field visits for pilot testing, which concluded with a review feedback. Praxis also supported the preparation of a resource-book on community mobilisation for addressing issues of child protection.

## Monitoring and Evaluation framework for checking gender disparity in education



There are various organisations which engage with communities to take a stand against gender disparity, working directly with governments, schools, parents, village leaders, and (community volunteers) to ensure girls' access to quality education. One of these was keen to alter its existing monitoring and evaluation framework so that it could scale up its work from Pali to six other gender gap districts across Rajasthan. A programme was organised to facilitate the same

## Mapping of networks accessed by young girls in rural Uttar Pradesh for literacy and education



A community mapping exercise in Anupshahar in Uttar Pradesh was organized as part of an exercise, in which the team interacted with men, women, youth and children in four villages around Anupshahar and interacted with students from Classes 3-6 at a residential school for girls. The programme aims to inform the creation of a Universal Social Network for rural India using a mobile device and focusing on literacy and education.

## **Training on project cycle management approach**

As part of support provided to an organisation working with partners in five districts of Andhra Pradesh on early diagnosis of people affected by leprosy thereby preventing visible deformity and reducing the impact of stigma, a four-day capacity building workshop was organised. The training aimed at improving and streamlining its internal and external reporting, monitoring, and evaluation processes, and in the transition to a Project Cycle Management approach.

## **Community participation in policy-making**

A Community Development Journal Workshop in London, UK, provided the opportunity to share learnings on community mobilisation and monitoring with other development sector agencies and come up with an article on how people from the margins made it to the centre of global policy-making.

## Understanding Project Cycle Management



A five-day training was held with participants from various NGOs across northern and eastern India. The workshop took participants through concepts related to project cycle management, participatory monitoring and evaluation. It also elucidated on the use of participatory tools in different contexts. These NGOs work with communities on issues of poverty and inequality.

## **Building Leaders for tomorrow**

Leadership Development Programme was held for NGOs senior and middle level staff by initiating an organisational process to enable the emergence of multi focal leadership. NGO's increased capacities will better equip them to bring justice and equality to the underprivileged in India through projects, which empower them.

## **Training of Women Workers**

A three-day training of master trainers to supported conduct of block level training of women working under the Mahatma Gandhi National Rural Employment Guarantee Act in Nawada district of Bihar was organised. The training aimed to improve the participation of women working for rural employment and set a benchmark for others.

## Workshop to develop participatory micro plans



A capacity development workshop was conducted for partners of an organisation in Mumbai, Maharashtra, to develop participatory micro plans for project implementation. The idea behind the workshop was to involve the primary stakeholders while building any implementation strategy through the process of unlearning and relearning. It was a four-day process that included a one-day practical session in the field with communities.



## Strengthening skills of people working with adolescent girls in Assam's tea gardens



Training on the use of participatory methodology was held to strengthen the skills of government functionaries and staff of organisations working to empower adolescent girls in the tea gardens of Assam. Though the state contributes to more than 51% of India's tea production, its tea communities are socially excluded, with adolescent girls being the most vulnerable. The training enabled the staff to learn to use a variety of participatory tools in their interactions with members of clubs and Child Protection Committees on issues of child marriage, education, protection from abuse and exploitation and health and hygiene.

## International workshop for development professionals to learn new skills



An international workshop on participatory development was conducted in September 2015 for development practitioners, representatives of NGOs, academics and interested individuals. The theme of the eight-day workshop, which saw four international participants attending, was 'learn to unlearn'. The participants attended classroom sessions, evening talks, and film screenings. A two-day field visit component was also included in the workshop, during which participants visited rural communities.

## Ways to strengthen South-South cooperation in the context of Indo-Africa Summit



On the sidelines of the Indo-Africa summit organised by the government of India, a round-table was organised bringing together a few civil society organisations, apex trade bodies, academics and government officials to discuss ways of strengthening a strong South-South aid/trade model. The discussion saw how voices of communities from the African continent and Indian civil society contributed towards truly inclusive growth that took into account the aspirations of the African communities, too.

## **Training on Participatory Governance- My Parliament**

One day training on 'Participatory Governance' was conducted for 15 young participants belonging to economically disadvantaged communities. The training covered theoretical understanding of Participation, Panchayati Raj system and its basic functionalities and why participation is an essential factor in governance. The training also looked at how to empower citizens by making them aware of the power of the institution.

## **Developing a training module for the Nehru Yuva Coordinators**

A one-day consultation was facilitated in Patna with Nehru Yuva coordinators as part of the need assessment of their capacities to understand their perspectives on issues of marginalisation and exclusion. Nehru Yuva coordinators from three districts of Bihar participated in the consultation.

### **Training in documentation and report writing**

Two-day training programme was conducted on documentation and report writing for NGOs in Bihar. The training focused on capturing field facts for generating reports, data collection, processing it and converting it to process report and making case studies captivating. It also catered to improving the presentation skills of the participants.

### **Training in understanding community's needs**

A need and impact assessment training was carried out to cover the theoretical aspects to understand community's need and elements that are must to conduct impact assessment.

The components that were covered under need assessment were - how to map community and identify their vulnerability, institutional analysis to assess accessibility to service delivery system, and problem identification and prioritisation.

Impact assessment focused on the areas of - essential elements to assess impact, indicators to measure impact and some participatory tools.

## Evolving index to measure responsible business



The India Responsible Business Index, which looks at the Top 100 companies listed on the Bombay Stock Exchange and analyses their policies, mechanisms and disclosure to give the companies a ranking. It looks at elements like human rights, employee well being, community as a business stakeholder and the relationship of the business with the environment.

The Index was released at an event in New Delhi. Based on it, the top 100 companies were analysed and scored to understand the picture of responsible business practices in India.

### Understanding sexual and reproductive health by mapping knowledge, attitude and practices



Support was extended to the Unite for Body Rights programme by mapping Knowledge Attitude and Practices in Jharkhand, Bihar and Odisha over a period of five years 2011-2015. The study covered 1,000 respondents through surveys. The team also participated in a workshop to analyse data exploring key impacts of various projects on sexual and reproductive health, especially on the levels of knowledge, attitudes and practices of communities where such projects were implemented. A number of indicators were examined and several tests of validity were conducted in applying the data for developing suitable measures of outcome.

## Capacity building workshop on working with people with disability



A series of capacity building workshops was organised with the twin objective of a) Enabling participants to learn participatory methods and approaches in community-based rehabilitation of people with disability and; b) Equipping them to use participatory methodology during interaction with people with different kinds of disability, literacy levels, age, gender, caste, social hierarchies and stages of awareness regarding disability. The training, which included classroom sessions, involving people with disability in scoring the 'accessibility' of tools and field visits with community groups in nearby locations, were conducted in Kothara, Ambikapur and Doddaballapur.



### **A study to assess the sustainability of projects**

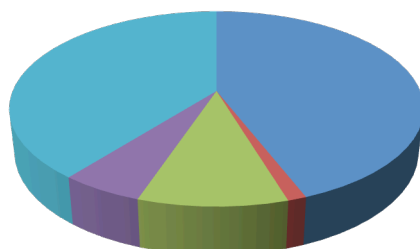
A participatory qualitative study was undertaken in selected blocks of Deoghar (Jharkhand) and Ganjam (Odisha) to assess the level of sustainability of the results of various project components related to sexual and reproductive health and rights, where partner intervention took place for more than 4 years. The study mainly focused on institutional sustainability, social sustainability (internalizing behaviour change and organising to voice concerns and demands) as well as financial sustainability..

### **Promoting health and sanitation**

To record the status of key indicators around Routine Immunisation (RI) and Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCH+A), a baseline study was conducted in Gaya and Purnea districts of Bihar.

<b>SOURCES OF FUNDING</b> (Figures in Rs 000s)				
<b>Activity</b>	<b>2015-2016</b>	<b>%</b>	<b>2014-2015</b>	<b>%</b>
Consultancy/ Research Fee	28689	44.07	26091	35.66
Training & Workshop Fees	812	1.25	3157	4.31
Income from Investment	6425	9.87	8301	11.34
Other Income	3571	5.49	885	1.21
Grants	25606	39.33	34737	47.47
<b>GRAND TOTAL</b>	<b>65103</b>	<b>100</b>	<b>73171</b>	<b>100</b>

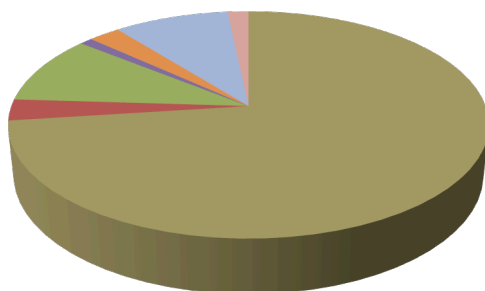
**Sources of Funding  
2015-16**



- Consultancy/  
Research Fee
- Training &  
Workshop Fees
- Income from  
Investment
- Other Income
- Grants

<b>DISTRIBUTION OF EXPENDITURE (Figures in Rs 000s)</b>				
<b>Activity</b>	<b>2015-2016</b>	<b>%</b>	<b>2014-2015</b>	<b>%</b>
Relief of the Poor	33442	72.96	32476	70.14
Preservation of Environment	1384	3.02	2859	6.17
Education	4487	9.79	7664	16.55
Medical Relief	451	0.98	0	0.00
Institutional Development	11	0.02	69	0.15
Programme Monitoring and Support	1147	2.50	64	0.14
Administration and Office overheads	4165	9.09	3087	6.67
Capital expenditure	751	1.64	81	0.17
<b>GRAND TOTAL</b>	<b>45838</b>	<b>100</b>	<b>46300</b>	<b>100</b>

**Distribution of expenditure  
2015-16**



- Relief of the Poor
- Preservation of Environment
- Education
- Medical Relief
- Institutional Development
- Programme Monitoring and Support
- Administration and Office overheads
- Capital expenditure

**TEAM CHENNAI****Baskar R.**

(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 decentralisation, 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**

(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 mobilisation, community participation and water governance. He has good experience in facilitating mixed methods research, involving qualitative, quantitative and participatory methods. His current research interests revolve around issues of religious minorities, child rights, madarassa education, urban poor, maternal and child health.

### **Sabu Varghese**

(Administrative Officer)

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.

### **Stanley Joseph**

(Consultant)

Stanley is a professional social worker specialised in community development and has more than 15 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 twenty years of experience in international social development with expertise across various thematic areas. He has conducted participatory assessments and evaluations and is

a proficient facilitator of participatory action research and participatory learning activities (PLA) in areas including poverty, health, food security, education, democratic decentralisation and local governance with a special focus on social equity. He has also 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 South Asia. Tom is also 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, and 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 focused organisations and is currently engaged in work related to child protection.

### **Betsy Rajan**

(Programme Assistant)

Betsy has seven years' experience working with organisations focusing on women and children's issues, especially those living in slums and trafficking survivors. Her core interest areas include education, children's rights and involving art to create transformation.

### **Deepti Menon**

(Programme Assistant)

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**

(Senior Programme Officer)

Dheeraj is academically trained in fields of Sociology and Social Work. He has skill



competencies in the realm of community mobilisation, community institution building, decentralized 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.

**Lorina Anal**

(Programme Officer)

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 Officer)

Nishar has over 7 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 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**

(General 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.

**Reena Mathew Cherian**

(Programme Officer)

Reena has six years of experience of working in the development sector and has also been in faculty positions at educational institutions. She specialises in project management,

documentation, project evaluation and dialoguing and networking.

**Sharmistha Sarkar**

(Fellow)

Sharmistha has 15 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, and nutrition and food security.

**Shireen Kurian**

(Consultant, Research and Capacity Building)

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.

### **Shishupal Prajapati**

(Senior Administrative Officer)

Shishupal has worked for many years of experience working 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 15 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 Capacity Building)

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.

### **Urvashi Mitra**

(Development Trainee)

Urvashi has a background in Sociology and Public Relations, and has experience in communication for social change. She is interested in issues of gender and sexuality and wants to use diverse communication media for advocacy. Urvashi contributes to the Communications Unit at Praxis.

### 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.

### **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**

(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 Officer)

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 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 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.

### **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.

### **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.

**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. The General Body also has the following members.

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

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