



PRAXIS

Annual Report

2012–13



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1 | FROM THE CEO

The Post-2015 Agenda dominated the development discourse of the year – arising from a pragmatic realisation that the world is far from achieving the Millennium Development Goals with less than a thousand days remaining. However, the fact that the past 13 years saw the fastest reduction in poverty in human history through economic growth, better policies and the global commitment to the Millennium Development Goals (MDGs), reinforces our faith that a world without absolute poverty is not utopian, but an achievable proposition.

The UN High Level Panel tasked with the drafting of the Post-2015 Agenda attempted to correct the non-participatory formulation of the MDGs by reaching out to a diverse set of stakeholders, particularly Civil Society Organisations (CSOs). Though it has incorporated much of the language that originates from civil society, it sticks to, rather, even better, the neo liberal core of its predecessor. The huge shift that it proposes of “partnership” is essentially a call to the private sector and CSOs to play within the “market principles”. With such a neo-liberal framework, even the laudable formulation of “Leave No One Behind”, becomes a subject of suspicion – of a shift from the rights framework to the charity or needs framework.

Though we can only react to the report of the High Level Panel with unequal measures of pessimism and optimism, there are welcome recommendations such as the fact that the international community must not merely reduce, but end poverty for all groups, and

ensure that “neither income nor gender, nor ethnicity, nor disability, nor geography” determines people's access to essential services and enjoyment of human rights. The civil society must build on these and continue its efforts to influence global

mechanisms to address structural inequalities and read global development together with global trade as well as sustainability.

Praxis on its part has, through a series of action research, participatory video and advocacy efforts, attempted to bring the voices of different communities that have been marginalised for centuries into policy discussions, including that of the post-2015 agenda setting. The work that Praxis has done this year ranged from formulation of a district disaster management plan in Bihar to facilitation of a series of participatory video processes to empower communities to tell their stories. This annual report outlines our work that, we believe, has touched a wide spectrum of communities from children to women to the rural poor, to city makers and sexual minorities among others.

At the root of all our work is the conviction that absolute poverty is eradicable and that the voice for change must come from all of us. The core of this, however, must be the voices of the communities that experience poverty, stigma and exclusion.



TOM THOMAS
(CEO)

2 | THE COMMUNITIES WE WORKED WITH

Praxis – Institute for Participatory Practices works towards the democratisation of development processes. In its journey of 16 years of making development inclusive through the use of consultative and participative means, Praxis has focused on achieving equity by enabling marginalised communities to be heard and involved in decision-making processes. In the quest for good governance, Praxis has stressed on accountability and transparency in a system where communities play an active role, accessing rights and entitlements due to them. Through its commitment to participatory development, Praxis has played a significant role in the inclusion of the poorest and most marginalised in development.

Through its constantly reviewed strategy, Praxis ensures that changing contexts of exclusion and trends in development inform the course of its work. Through its active engagement in facilitating inclusion, Praxis has progressed from delineating participation towards strengthening equity and good governance.

The idea of equity is the application of the principle of equality to the ways in which people are treated in society. There is a growing recognition of the importance of equity to sustainable development. Praxis believes that equity can be achieved by addressing structural causes that a) promote exclusion and subjugation of social groups, b) set up barriers to inclusion, c) create impediments to

affirmative action and d) work against peoples' movements aiming for equity.

Praxis believes in the vital connection between open democratic and accountable systems of governance, respect for human rights and the ability to achieve sustained economic and social development. For Praxis, the four cornerstones of good governance are: a) bottom-up participation in decision-making and planning, b) improved accountability of institutions, c) strategic ability to engage with conflicting interests and pursue a collective goal and d) the political will to encourage these trends.

Praxis contributes to knowledge based on the lived experiences of communities through the efficient and effective use of participatory approaches using three main areas of work: a) Action Research, b) Capacity Building and c) Breaking the Silence. Through this optic, Praxis has been involved with various marginalised communities like sanitation workers, Dalits, sex workers, people of alternate sexualities, children and women among others by providing meaningful inputs and enabling communities' voices to be heard and acted upon. What follows is a snapshot of our work.

Democracy is incompatible and inconsistent with isolation and exclusiveness resulting in the distinction between the privileged and the unprivileged.

– Dr B R Ambedkar

I. Children

Children are entitled to basic human rights, but the fragility of their age makes them vulnerable to the problems of poverty, homelessness, abuse and neglect at a different magnitude. Praxis has previously collaborated with several organisations working to uphold these rights of children to enable them to participate in decision-making processes. This year, Praxis further engaged in identifying key vulnerabilities, progress and challenges of children to recognise their basic rights to survival, health, nutrition, protection and development.

Asgari wanted to study commerce but her school did not offer the subject. She could not get admission to any college as girls from her neighbourhood were seen as bad influence given that they were not well-off. She took the project coordinators with her to every high school in the area to get admission into the commerce stream. When that failed, she even approached the local MLA to try and get commerce introduced at her school. Though none of this worked and she had to finally settle for taking up the arts stream, today, as a result of her efforts, her juniors are able to study the subject.

– Asgari, Tughlaqabad, Delhi, talking about how life skills changed the way she responded to challenges



To chart out the issues that increase the vulnerability of girls and to map awareness of life skills, Praxis conducted a baseline study for Room to Read's Girl's Education Programme in six states – Andhra Pradesh, Chhattisgarh, Delhi, Madhya Pradesh, Rajasthan and Uttarakhand. This study aimed to feed into the current level of understanding with regard to selected competencies among school girls across the six states. The study helped the Room to Read team contextualise the way forward, recognise the targets for programme and define indicators for assessing it as part of their on-going monitoring and evaluation process. The findings highlighted the kinds of problems girls faced with regard to lack of equal opportunities to education, health, recreation and mobility.

A broad conceptualisation of early adolescent sexual and reproductive health pins attention to a wide range of issues, including sexual attitudes and behaviours, education, health and personal and social factors that influence them. The trends in these outcomes and the behaviours that contribute to the direction of these trends can provide health care providers and educators working on this issue with key points of reference. Against this backdrop, Praxis carried out a needs assessment and impact study to identify the achievements of a Magic Bus programme focused on the three broad areas of gender, education and health. This needs assessment survey was meant to understand the gaps in knowledge and awareness around gender, education and health.

Through 'Insight', the Praxis Immersion programme, four non-resident Indian children received hands-on exposure to the lives of rural Dalit women employed

in dairy cooperatives run under a community development initiative by GRAM, a non-profit organisation based in Nizamabad, Andhra Pradesh. As part of the three-day programme, the children got an opportunity to visit the production unit of a dairy cooperative and interacted with the women to learn about sustaining livelihoods through employment in such micro cooperatives.



II. Women

Gender biases are embedded in every patriarchal culture and internalised over centuries of social conditioning. This makes achieving gender equity intrinsic to sustainable development. Its absence impedes human and economic development. Praxis believes in the need to strengthen the inclusion of women in policy development, gender discourses and addressing inequities in society.

Gender inequity is also reflected in the poor condition of health of women and young girls. Often, the knowledge girls have about their own bodies is limited to hushed discussions with their friends, and at other times, left unaddressed. As part of a project by CREA to use sports in the advocacy of Sexual and Reproductive Health and Rights (SRHR) among adolescent girls, Praxis undertook a baseline study in the three intervention states of Bihar, Jharkhand and Uttar Pradesh. The purpose of the baseline evaluation was to enable CREA to build on the existing literature, interact with girls and young women in the age group of 12–24 about their knowledge and awareness of SRHR and their access to services. The project by CREA, “Count Me In: It’s My Body” further aims to assist adolescent girls and young women to positively identify with their bodies and empower them with increased self-confidence.

With a focus on health and sanitation, particularly from the lens of women, Praxis documented the Association of Women’s Education and Development’s Solid Waste

Management Intervention with a cost benefit analysis. Praxis was engaged in a qualitative and quantitative analysis of impacts of the project, including impact on understanding/belief of community on sanitation, health

When girls want to go out to play, they are told, “you have grown up, you should not play”. At other times, they are told “don’t play games where you have to run” and “learn household work, don’t play”. Girls are not allowed to go to play in the houses of their friends who have elder brothers. There are some games for boys, like cricket, which girls can play only in school and not outside.

– Girls in the 12–14 age group in a village in Mahoba district of Uttar Pradesh



situation, perception on relation between health and sanitation, capacity to manage decentralised system, ownership of local structure and sanitation situation of the area.

Praxis undertook a qualitative survey for the assessment of impacts of Jeevika, a Bihar Rural Livelihoods Project for Innovations for Poverty Action (IPA). Two of the five objectives of the study focused on women – improvement of the socio-economic status and agency of women and creation of community institutions managed by women. Social and economic empowerment of women builds a sense of autonomy and self-confidence and helps in changing the social relationships and institutions that exclude them and keep them in poverty. So a specific focus was given to women within the whole process of understanding the mechanism of change and the supporting and obstructing factors to achieve the outcomes.

Praxis engaged in exploring and addressing the gender dimensions of the project “Where The Rain Falls: Climate Change, Hunger And Human Mobility”, which was undertaken by CARE in collaboration with German United Nations University Institute for Environment and Human Security. Where the Rain Falls is the result of a multidisciplinary study undertaken in four villages in the Janjgir-Champa district of Chhattisgarh to unpack the key gender linkages of climate change, hunger and mobility. The study probed the linkages between changing weather patterns, food security and human mobility in the areas which had witnessed delays and changes in rainfall patterns, shifting seasons and migration which had become the major coping mechanism in the face of these changing weather patterns and saw how the broader community dimensions of livelihoods and food security of agrarian communities was affected by rainfall changes.

Communication initiates a dialogue and enables people to understand the key factors of their physical, social and economic environment and their interdependence so that they can increase their bargaining power and be a

part of change. Praxis evolved a communication strategy to effect an increasing number of social change actors who recognised Sex-Selective Elimination as a form of violence against women and challenged the social norms that perpetuated these forms of violence, and also acted upon to reduce sex-selective elimination. A series of field processes were conducted using participatory method to elicit information generated from the interactions with the various stakeholders and analyse the data which would in turn, help feed into probable suggestions for the communication strategy.

Praxis trained the staff of implementing agencies of the Mahila Kisan Sashaktikaran Pariyojana, a special programme under National Rural Livelihoods Mission, in “Gender Equality in Agriculture” to equip them with a gender perspective that will be helpful for inclusive development. Praxis also conducted a one-day workshop with Prayas Bharati, a grassroots level organisation Patna working with women in distress, in documentation of coping with distress situations faced by women.

The talk of the town is that men and women are equal, but they are not equal but unique in their own way and that uniqueness needs to be respected. Women should not be considered supplementary but complementary and age-old cultural practices need to be targeted, such as girls taking part in conducting funeral rites.

– Participants in Haryana while discussing the mind-set changes required to ensure sex-selective elimination is reduced



III. Engagement with the State

One way of ensuring accountability and better quality services to all citizens, particularly the vulnerable and excluded is through participation in multi-stakeholder dialogues, which can help exchange ideas and develop best practices. 'Demand for Good Governance', a term coined by World Bank, refers to the ability of citizens, civil society organisations and other non-state actors to hold the state accountable and make it responsive to their needs. Praxis, in its own way, has been inextricably engaged with the government and state institutions to improve their capacity to deliver relief and enable social and economic development; and with communities to empower them to hold the state accountable for its actions.

Praxis, along with UNICEF, supported the formulation of a District Disaster Management Plan at the behest of the District Disaster Management Authority wherein Praxis mapped 18 diverse indicators across 1248 villages of Samastipur district of Bihar, using QGIS 1.8.0 – an Open Source GIS platform. The most significant aspect was that the plan evolved by Praxis, unlike other disaster management plans, focused mainly on Disaster Risk Reduction (DRR) and Preparedness elements. Instead of planning post-crisis intervention in the wake of disasters, the project sought to prepare 19 line departments of the Government and other agencies to pre-empt the threats posed by disasters, by customising existing departmental allocations to creative uses for dealing with disasters, without requiring any extra budget.

Praxis provided support to the Government of Bihar to formulate a mechanism for initiating entitlement-based planning for the state. As part of the initiative, Praxis was invited to share experiences at a workshop organised by the National Resource Cell on Decentralised District Planning in New Delhi. Two inter-department consultations for entitlement-based planning project were organised. Entitlements were compiled and handbooks were prepared for planning at different levels, i.e. district, block and gram panchayat.

Praxis in partnership with Project Concern International (PCI) has been working towards activation of the Village Health, Sanitation and Nutrition Committees (VHSNC) in Bihar as a strategy towards effective community-led action for better health outcomes. This partnership is located within the Bill and Melinda Gates Foundation (BMGF)-supported Parivartan project, being implemented by a consortium that includes Project Concern International, Path, Foundation for Research in Health Systems and Nidan.

Praxis has been engaged in the process of strengthening the abilities of individuals, organisations, and systems to perform core functions sustainably, and to continue to improve and develop over time. It facilitated a two-day workshop for finalisation of Bihar's first Human Development Report, organised by UNDP and Government of Bihar. Praxis has been supporting the Bihar Mahadalit Vikas Mission in enhancing the capacities of Vikas Mitras who were recruited by the Bihar Dalit Development Mission to address the alienation of Scheduled Castes from access to development opportunities and for the effective implementation of the schemes as enumerated under the Mission. Praxis designed a training module and imparted training to an exclusive cadre of 9000 Scheduled Caste extension workers in this regard.

Praxis also conducted a training programme on participatory planning for settlement officers drawn from various South-Asian bases of Central Tibetan Administration, the Dharmasala-based government (in exile) of Tibetan communities.



IV. Sexual Minorities

It is only in the last decade of the 20th century that people of alternate sexualities found the voice to speak out publically about being discriminated against because of their sexuality. Marginalisation of these communities because of choices they have made, be it of sexual identities or of ways of life, has lent heavily to the way the communities perceive themselves and the way in which their struggle for identity and a life of dignity and choices have shaped up. Praxis has been involved in facilitating community groups of sex workers, transgenders and men who have sex with men to strengthen their community mobilisation and make sustainable development possible.

Under the Avahan Initiative of Bill and Melinda Gates Foundation, Praxis conducted a baseline study on the ways and means to strengthen the community mobilisation process. After successful development of a community monitoring mechanism and doing the baseline, Praxis has been carrying out annual rounds of the study for four consecutive years in the states of Andhra Pradesh, Karnataka, Maharashtra, Manipur, Nagaland and Tamil Nadu. Key areas of work within this exercise included assessment of the strengths of community groups vis-à-vis management of projects, engagement with the government on issues of rights and entitlements and engagements with the larger society on issues of stigma and isolation.

As a logical progression, Praxis evolved a set of self-administrable tools that were piloted at community-based organisations in Tamil Nadu to monitor community



mobilisation with sustainability as its goal. The book – *From Beneficiaries to Agents of Change* – was launched by community groups at a function in Chennai. The set of tools in book are aimed at guiding community-based organisations towards self-sustainability under the different parameters of leadership, governance, resource mobilisation, project cycle management, networking, financial and legal risk management, provision of rights and entitlements and engagement with society and have been used by the groups to facilitate project planning.

Praxis was involved in an effective evaluation of the CARE-SAKSHAM project, which envisaged applying community mobilisation strategies in the implementation of HIV prevention programmes with female sex workers and men who have sex with men. Community learning was generated to scale up the project, which involved



When Nisha disclosed her transgender identity to her mother, she was very hurt. She cried a lot and urged her not to become a transgender. But Nisha explained that she was not doing anything wrong. She promised her mother that she would find a job, but two years after making that promise, she was unable to find one. Wherever she went, there was stigma and discrimination because of her identity. As a result, her mother asked her what the use of changing her identity was if it only brought pain to her and others around her. Nisha believes, “We can live with our loved ones only if the government provides transgenders all rights it gives men and women. Please do it. All transgenders will be grateful to you. Please do it”.

– Nisha, a transgender person, when asked what change she wants from development policies

differentiating the impact of two different intervention approaches of mentoring and capacity building as well as leadership for targeted intervention.

Praxis facilitated a participatory video process with members of the transgender community in Chennai with support from Jackie Shaw and Clive Robertson of Real Time, UK. The process aimed to further the debate around the millennium development goals and the future of development goals. The process saw the participants make a participatory video that documented their views on what must be incorporated in the post-2015 development framework. The workshop focused on how life should change for marginalised communities by 2025. Alongside, the participants learned to use a camera to mobilise community voices and donned multiple roles as cameraperson, sound person, floor manager, director and editor. The participatory video process facilitated the participants to come together to find similarities and differences and reach a consensus on how these can be represented. It was a means for the community to showcase its own voice for others.

Praxis conducted a three-day consultation with MSM leaders from six districts of Manipur for disseminating the third round of findings of community mobilisation monitoring study and help them use these findings in their planning and implementation. In this three-day consultation, the community leaders provided significant inputs on the design and also on measuring



changes that occur because of community mobilisation. The community members and NGO staff got oriented on different aspects of strengthening community ownership of the programme.

Praxis published an article on “Design of a Community Ownership and Preparedness Index: Using Data To Inform The Capacity Development Of Community-Based Groups” in the Journal of Epidemiology And Community Health. This article demonstrates how community mobilisation is an important component of a participatory approach to health and development interventions. ‘Monitoring Community Mobilisation And Organisational Capacity Among High-Risk Groups In A Large-Scale HIV Prevention Programme In India: Selected Findings Using A Community Ownership And Preparedness Index’ was published by Praxis in in the same magazine and explores the fact that in a participatory approach to health and development interventions, defining and measuring community mobilisation is important, but it is challenging to do this effectively, especially at scale.

V. Urban Poor

The Praxis strategy mentions two focus community groups under the large themes of equity and governance - those exposed to disasters and the urban poor. With the growing trend of urbanisation and a government-backed process that alienates the very communities that help build the city, the space – both physical and existential – for the city makers is gradually shrinking. Recognising this, Praxis has engaged with the communities of homeless, slum dwellers and those who have been relocated far from their places of original life and livelihoods.





Praxis has understood that there is an emerging need for designing a comprehensive plan for homeless across the various urban localities as they live in precarious conditions with no access to essential services such as adequate food, clothing or shelter. Praxis conducted a study on the homeless of Salem, Coimbatore and Tiruppur with the support of ActionAid.

Praxis has endeavoured to highlight the issues of the urban poor and brought it to the forefront in the form of a participatory video. A five-day participatory video process was facilitated in Chennai among the urban poor with the support of Jackie Shaw of Real Time, UK. The videos shot by the members of the community themselves have portrayed several grave concerns faced by them in their daily life. A lack of identity because of not having a house was seen as a major plight of the urban poor. Through the video, the community voiced some of their other concerns such as uncertainty of livelihood, lack of women's safety, water and electricity shortage and sustenance

Vinoth works as an auto-driver and has been living in Ambedkar Colony, a slum in Chennai, for the last 20 years. In the last few years, the land surrounding the slum was taken over by builders for constructing high-rise apartments and by the Government for building a new wing in a hospital. The area where they lived was getting smaller and smaller. They were being packed closer and closer together and were hemmed in on three sides by concrete walls, which segregate the slum dwellings from the apartment buildings and the hospital.

– Vinoth, a resident of an objectionable slum in Chennai on how development has succeeded in alienating the city-makers

on the whole. The indifference and apathy of the civic authorities in not providing a definite shelter to the urban poor has further pushed these invisible people along the margins of poverty and destitution. The video aimed to capture voices in a participatory way to show the way forward for the urban poor.



VI. Other Communities

Apart from the communities mentioned above, Praxis has been engaged in various capacities with other marginalised communities such as the rural population, devadasis, population affected by drought, people affected with leprosy and so on.

Few of the most stigmatised communities such as devadasis, tribal women, people affected with leprosy and people living with HIV also face discrimination because of various aspects of their identity. Praxis did an evaluation aimed to identify the outcome and potential impact of the project Choice Dignity Integration in terms of its contribution to reduce poverty, empower women and facilitate the social integration of devadasi and marginalised people into mainstream society as well as ways that ensure that this can be sustained. It also helped record and share lessons for the benefit of The Leprosy Mission Trust of India.

It is a known fact that most of the benefits of the government are accessible to a very small percentage of the population. To probe further into the gap, Indo-Global Social Service Society (IGSSS) and Welthungerhilfe conducted a baseline in Baramulla and Bandipora districts of Kashmir and revealed a gap in the access of entitlements. In order to take the baseline further, Praxis led an action research in the intervention villages. The purpose of the action research was to understand the existing situation in terms of availability and accessibility of four main government schemes and programmes (ICDS, PDS, MNREGA and MDM) identify the challenges; and link it to the broader socio-political context of Kashmir. Praxis was asked to facilitate the study. Praxis designed the research in consultation with the IGSSS Kashmir and trained the IGSSS researchers in how to generate information for the process. Praxis also conducted a three-day process documentation workshop for Population Foundation of India, to help create a framework and process for them to capture processes in the context of their Scaling Up Framework.

VII. Development Practitioners

Praxis has been hosting its flagship event – TheWorkshop, an annual international commune on participatory development, since 1997. This workshop is an annual residential event that brings together development workers, policy makers and proactive individuals from across the world to share information and experiences as well as keep themselves abreast of the latest in the field of participatory development.

Last year, Praxis organised TheWorkshop2012, the 16th annual commune in Ecumenical Christian Centre, Bengaluru, where 60 participants had participated to achieve an in-depth understanding of principles, approaches and methods of participatory



practices, to gain a hands on learning experience through fieldwork and to be able to apply participatory methods in their thematic areas of work. This workshop also creates a forum for exchange of ideas and experiences.

3 | THE NUMBERS

SOURCES OF FUNDING				
Activity	2012-13	%	2011-12	%
Consultancy/Research Fee	18307	25.02	12020	42.13
Training & Workshop Fees	2375	3.25	2187	7.67
Income from Investment	4043	5.53	6660	23.34
Other Income	2966	4.05	575	2.02
Grants	45468	62.15	7088	24.84
Grand Total	73159	100	28530	100

(Figures in Rs 000s)



SOURCES OF FUNDING 2012-13

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

DISTRIBUTION OF EXPENDITURE				
ACTIVITY	2012-13	%	2011-12	%
People-centred Research	31182	48.81	19122	25.66
Capacity Building	1330	2.08	4123	5.53
Engagement with State	3600	5.64	1758	2.36
Networking	20207	31.63	38021	51.02
Institutional Development	152	0.24	129	0.17
Programme Monitoring and Support	2582	4.04	2579	3.46
Administration and Office Overheads	3001	4.70	281	0.38
Capital Expenditure	1824	2.86	8513	11.42
GRAND TOTAL	63878	100.00	74526	100.00

(Figures in Rs 000s)



DISTRIBUTION OF EXPENDITURE 2012-13

- People-centred Research
- Capacity Building
- Engagement with State
- Networking
- Institutional Development
- Programme Monitoring and Support
- Administration and Office Overheads
- Capital Expenditure

4 | TEAM PRAXIS



ABHAY KUMAR

(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.



ANAMIKA PRIYADARSHINI

(Programme Manager)

Anamika has been working on issues pertaining to development of marginalised communities, especially poor women and children in Bihar, for the past 14 years. She has taught undergraduate and graduate students in the department of Global Gender Studies, State University of New York at Buffalo, and Development Studies department at Central University of Bihar, Patna. Her areas of interest include informal women workers, historical constructs of women and gender and feminist theories.



AJAI KURUVILA JACOB

(Senior Programme Officer)

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



ANINDO BANERJEE

(Director – Internal Programme Initiatives)

Anindo has over a decade's experience in international social development with expertise across various thematic areas. He has extensive experience in conducting participatory assessments and evaluations and is a proficient facilitator of participatory action research and participatory learning activities (PLA) and participatory monitoring and evaluation in areas including democratic decentralisation and local governance. He is also an expert in Multivariate Statistical Analysis. He has experience working with a range of multilateral and bilateral donors, international NGOs and government agencies at the national, state and local.


ANUSHA CHANDRASEKHARAN

(Senior Programme Officer - Communications)

Anusha has worked as a print journalist with several leading newspapers across the country for five years before delving into communication with a development support organisation. She is interested in areas of gender and sexuality and has been involved in capacity-building, participatory research and communications with print as well as audio-visual medium, having been trained on the use of participatory video and digital story-telling.


ARUNA MOHAN RAJ

(Programme Officer)

Aruna works in the development sector with a rights-based perspective on development issues. Deeply engaged with child rights, gender and conservation in the field of research, she has worked with quite a few children's issues-centric organisations and is currently engaged in work related to child protection.


BALA SUNDAR B

(Programme Assistant)

Sundar has more than 14 years of experience in the development sector. He is well versed with the application of participatory methods and tools for data collection, analysis and community organisation. He has wide experience in conducting urban poverty assessments, process documentation and participatory need assessments of Dalit communities in Tamil Nadu. He has also been actively involved in the field research and documentation process related to tsunami rehabilitation interventions across coastal Tamil Nadu and Andhra Pradesh.


BASKER R alias MOHAN

(Consultant)

Mohan is experienced in facilitating street theatre and working on issues of marginalisation and community mobilisation with community groups of sexual minorities. His focus is on advocating for the rights of people of alternate sexualities to lead a life free of stigma and discrimination.


BHAVANA RAJENDRAN

(Programme Officer)

Bhavana follows a rights-based approach for research on excluded communities. She has been actively involved with issues around gender, education, trafficking and police torture. Bhavana has conducted research specific to minorities in relation to housing, education and violence against women. She has also conducted capacity building workshops, trainings and interviews with a variety of audiences with different needs.


INSHA RIAZ FACTOO

(Development Trainee)

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


D S R C MURTHY

(Consultant)

Murthy has handled administration, finance and project implementation in non-government organisations for more than 15 years, keeping track of projects, helping with hands-on support to the programme team and maintaining records.

**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) focussed on various areas of social development, with a special emphasis on livelihoods, health and strategic planning processes. He has led participatory action researches addressing agrarian crises among small and marginal farmers, on micro-credit and its role in poverty reduction and on developing eco-restorative approaches in addressing drinking water issues, watershed development, democratic decentralization, local governance and network formation.

**KAVITHA DEVADAS***(Consultant)*

Kavitha's key competencies lie in the areas of mental health, sexuality, gender, alternate education. She has also worked with several publishing houses before taking an active plunge into the development sector. Her expertise includes documentation, writing/editing, fundraising and qualitative research with having undertaken post graduate dissertations on perspectives on mental illness and homosexuality respectively.

**LORINA ANAL***(Development Trainee)*

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 GEORGE***(Fellow)*

With close to 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)*

A demographer and statistician by training, Moulasha's current research interest revolves around issues of religious minority, madrasa education, urban poor, maternal and child health and community mobilisation. At present, he is working on measurement of community mobilisation efforts of FSW, MSM/TG and IDU community groups. He was involved in the capacity of a consultant, with various teaching institutions and national and international development agencies working in India. He is experienced in facilitating interdisciplinary mixed method research, involving qualitative, quantitative and participatory methods.

**SAHANA SARKAR***(Programme Assistant – Communications)*

Sahana has taught in a school for visually challenged people and worked with rape victims and has done an investigative study on spammers and consumer privacy. She is interested in privacy as contextual integrity on online media and the media policy environment in India.



Md NISHAR ALAM
(Finance Assistant)

Nishar has worked in the areas of finance and administration with organisations in the development sector.



PAVITRA NIRMAL
(Development Trainee)

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



PRADEEP KUMAR
(Communications Assistant)

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



SHISHUPAL PRAJAPATI
(Administrative Assistant
Consultant)

Shishupal has worked for six years providing administrative and logistics support to several organisations. He volunteers with organisations working for the poor and marginalised in his spare time.



PRADEEP NARAYANAN
(Director – Research &
Consultancies)

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



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.



RANJIT KUMAR JHA
(Manager-Finance & Administration)

Ranjit has over thirteen years of experience in Finance and Administration in non-profit as well as corporate organizational setting operating in multiple locations.



RENUKA JOGLEKAR
(Consultant)

Renuka has been working for 15 years in the development sector, wherein she has been involved with marginalised groups and people vulnerable to HIV/AIDS through community outreach and capacity building. She has also been involved in media advocacy on the issues of HIV/AIDS.



SABU VARGHESE V
(Administrative Assistant)

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



VIKAS KUMAR
(Development Trainee)

A post graduate in Sociology, Vikas has worked on a research project with Centre for World Solidarity on Land and Water-related conflicts between Dalits and non-Dalits in Kurnool district, Andhra Pradesh. He has actively engaged with numerous students' organisations in resolving students' issues in the University of Hyderabad. Being an ardent SFI loyalist, he has organised many events independently on campus.



SYED RUHUL KUDDUS
(Development Trainee)

Ruhul has worked on poverty-related issues and education and has researched on the status of education in the Char Villages of Sonitpur District of Assam.



UDAY KUMAR JHA
(Development Trainee)

Uday's interest areas are sustainable development research and millennium development goals on which he has written several comprehensive reports.



SHARMISTHA SARKAR
(Fellow)

Sharmistha has twelve 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 also been involved in various participatory and policy research projects in the area of community mobilisation, social exclusion, corporate social responsibility, decentralisation, nutrition and food security.



SHILPI MISHRA
(Programme Assistant)

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



VIJAY PRAKASH
(Programme Assistant)

Vijay has started work in the development sector with studies on poverty, micro-finance and problems of differently-abled people and female reproductive health.



VIJETA LAXMI
(Programme Officer)

Vijeta has a background in social work and human resource management. In her previous workspace, she wore multiple caps of a manager, coordinator, evaluator, counsellor and researcher and trainer. She has taken up networking and managing the operations of the organisation.



TOM THOMAS
(CEO)

Tom has more than 30 years of experience in the development sector. His association with Praxis began in 2000 when he took over as the CEO. Prior to joining Praxis, he had 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.



SANJAY PASWAN
(Consultant)

Sanjay's key competencies lie in the areas of research and documentation, project management, monitoring and evaluation, impact assessment, financial management and networking.



SOWMYAA BHARADWAJ
(Deputy Director-Research and Consultancies)

Sowmyaa's involvement in the development sector began as a volunteer 10 years ago. Her areas of expertise and interest include poverty, water, sanitation and hygiene, urban development and rights. An experienced facilitator and a practitioner of participatory approaches, she has been involved in various trainings and capacity building exercises. She has a keen interest in gender issues, which has resulted in some pioneering work on menstrual hygiene.

5 | MANAGING COMMITTEE

Mr TOMY MATHEW (*President*)

Tomy Mathew heads Elements, a business endeavour committed to organic and fair trade. He is also the Chairperson of the International Nut Co-operative, an

international fair trade alliance. Tomy was previously the Vice President, Corporate Communications, Alacrity Group of Companies, Chennai.

Mr TOM THOMAS (*Secretary*)

Tom Thomas has been in the development sector for close to three decades. His association with Praxis began in 2000, when he took over as CEO. Prior to joining Praxis, he held

senior positions with ActionAid in India, Bangladesh and the UK. He has led Praxis on several important assignments, both nationally and internationally.

Mr V S THYAGRAJAN (*Treasurer*)

Thyagrajan is a Chartered Accountant by profession and has over three decades of corporate and development experience. His specialisation is in Governance and Accountability in the NGO sector and he has vast experience in developing financial systems and procedures for NGOs. He has worked as the Director of Finance and Administration for the ActionAid (UK) for its India

Programme (for 8 years) and also in the same capacity for AMREF, an international Health NGO with its headquarters based in Nairobi, Kenya (for 6 years). Currently, in addition to his responsibilities as a board member of Praxis, he is also on the board of Richmond Fellowship Society, an NGO working in the area of psycho-social rehabilitation having its headquarters in Bangalore.

Ms ALBERTINA ALMEIDA (*Member*)

Tina is primarily an activist and has been at the forefront of rights issues in Goa as well as nationally/ globally. She is also a lawyer with twenty years of legal practice. As a researcher, her areas of research have been mainly on gender, children's rights, land rights

and law issues. She also has a publication to her credit, titled *Tug And Tear: Dealing With Child Sexual Abuse*. Active on the communal harmony front, Tina is the co-convenor of Citizens' Initiatives for Communal Harmony.

Mr ARJUN RAJAGOPAL (*Member*)

Arjun is a passionate agriculturist and has been experimenting with natu-eco farming for the last decade. Currently he is working on 'Acres Seven' a developing farm, a forest garden and a seed collective in village:

Pishvi, 65kms from Pune, India. Arjun has previously been engaged in supporting adivasis in their struggle for rights and justice, as a full-time organiser for more than a decade soon after his university.

Members of the General Body

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

Prof. Dr ARIF HASSAN

Deputy Director, Management Centre, International Islamic University, Malaysia

Mr N SATISH CHANDRA

Head, Society for Social Service

Dr ROBERT CHAMBERS

Research Associate, Institute of Development Studies, University of Sussex, UK

Mr SHANKAR VENKATESWARAN

Director, SustainAbility

6 | LIST OF PROJECTS

EQUITY				
S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
1	Needs Assessment And Impact Study	Children	Praxis analysed the data collected by Magic Bus on early adolescents sexual and reproductive health for the Needs Assessment and Impact Study.	Magic Bus India Foundation
2	CARE-SAKSHAM End-line Study	CBOs of female sex workers, men having sex with men and transgender communities	Praxis was involved in an effective evaluation of the project by drawing a comparison of the baseline and end line study. Community learning was generated for scale up in this regard. The project involved differentiating the impact of two different intervention approaches of mentoring and capacity building as well as on the leadership (of NGO, NGO-CBO or CBO-led) for targeted intervention.	CARE-SAKSHAM
3	Research and Evaluation for Developing a Communication Programme on Sex-Selective Elimination in Haryana	Different cohort groups in the districts in Haryana	Praxis was approached by Breakthrough to evolve a communication strategy that shall endeavour to witness an increased number of social change actors who recognise Sex-Selective Elimination as a form of violence against women and challenge the social norms that perpetuate these forms of violence, and also act upon to reduce sex-selective elimination. A series of field processes were conducted using participatory method to elicit information generated from the interactions with the various stakeholders and analyse the data, which would in turn help feed into probable suggestions for the communication strategy.	Breakthrough
4	Gender Assessment of “Where the rain falls: climate change, hunger and human mobility”	Rural communities	“Where the Rain Falls” is a study undertaken by CARE in collaboration with United Nations University Institute for Environment and Human Security (EHS), Bonn, Germany in four villages in the Janjgir-Champa district of Chhattisgarh, India. A study was carried out to probe the linkages between changing weather patterns, food security and human mobility. When the study was complete, the CARE team consulted Praxis to do a rapid detailed gender analysis with regard to the study.	CARE, United Nations University Institute for Environment and Human Security

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
5	Room to Read Baseline Study on Life Skills Programme	Pre-adolescent and adolescent school girls	Room to Read, approached Praxis to conduct a baseline study in order to assess the current level of understanding with regard to select competencies among school girls vis-à-vis life skills so that the progress in the girls could be measured at a later stage. Furthermore, the study aimed to help the programme team contextualise the way forward, set achievable targets for future and define indicators for assessing the programme as part of their on-going monitoring and evaluation process. Along with the baseline study, Room to Read was also keen to collect case stories of girls who had previously participated in the programme to better understand its impact.	Room to Read India Trust
6	End-Evaluation of Choice Dignity Integration (CDI) for Devadasi and Socially Excluded Project, Belgaum, Karnataka	Marginalised women, leprosy affected persons, dalit communities, devadasi community and HIV/AIDS affected persons	The evaluation aimed to identify the outcome and potential impact of the project in terms of its contribution to reduce poverty, empower women and facilitate the social integration of devadasi and marginalised people into mainstream society as well as ways that ensure that this can be sustained. It also helped record and share lessons, for the benefit of TLMTI, TLMEW, EU and other NGOs.	The Leprosy Mission Trust of India
7	Community Mobilisation Monitoring Study	CBOs of female sex workers, injecting drug users, men having sex with men and transgender communities	The fourth year of community mobilisation monitoring study was conducted across six states in Andhra Pradesh, Karnataka, Maharashtra, Tamil Nadu, Manipur and Nagaland. The study aims to assess the progress and strength of community based organisations, community based groups and their local partner organisations.	Bill and Melinda Gates Foundation's Avahan Initiative
8	Activation of VHSCs in Bihar	Rural communities	Praxis in partnership with Project Concern International has endeavoured to work towards activation of Village Health and Sanitation Committees on a large scale as part of the Bill and Melinda Gates Foundation-supported Parivartan project in Bihar.	Project Concern International

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
9	Piloting of MIS auditing design held at Tamil Nadu (Vellore), Andhra Pradesh (Vijayawada and Warangal).		As part of Community Mobilisation Monitoring Grant, Praxis worked with Population Council in developing an MIS audit design.	
10	Baseline Evaluation of “Count Me In! It’s My Body” Programme	Adolescent girls	The purpose of the baseline evaluation was to enable CREA to build on the existing literature, and through it, assess the impact of Sports in the advocacy of Sexual and Reproductive Health and Rights (SRHR) among adolescent girls. The baseline had set out to explore and assess whether the inclusion of sports within the SRHR programmes for adolescent girls makes the programmes more attractive to participate in, with the objective of increasing their awareness of and access to SRHR issues and services. The programme further aimed to assist adolescent girls to positively identify with their bodies and raise their self-confidence.	CREA
11	Ensuring Basic Services to the Urban Homeless – A City level Plan for Shelters and Allied Services	Urban homeless communities	Praxis conducted a study on the homeless in Tiruppur and Coimbatore with the support of ActionAid based in Chennai.	ActionAid, Chennai
12	Retrospective Evaluation of the Impact of DFID Rural Livelihood Investments in India	Rural communities	The retrospective evaluation of the impact of DFID rural livelihood investments in India aimed at developing a long list of livelihoods portfolio alumni, a framework for identifying key attributes of projects, cataloguing documents and thinking on how to approach the Theory of Change within the evaluation.	DFID, Delhi

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
13	Immersion	Children	After successfully conducting an Immersion programme with children last year, Praxis conducted yet another immersion with four children from New Jersey with the support of GRAM Abhyudaya Mandali, a non- profit organisation working with under privileged communities based in the Nizamabad district in Andhra Pradesh. The children had an opportunity to have a self-reflection process with dalit women working in dairy cooperatives under the host organisation's dairy programme managed and run by the dalit women's cooperatives. The main objective of the immersion was to provide the participating children with an exposure on women's cooperatives in general and a dairy programme initiated by one of the cooperatives in specific. The programme helped to provide an exposure into the daily lives of dalit women and the role of such cooperatives in sustaining their livelihoods.	Praxis internal initiative
14	Initiatives on Building Community Institutions under Aga Khan Foundation's SCALE Project	Rural community in Rajasthan, Madhya Pradesh, Andhra Pradesh and Gujarat	Through the SCALE project, Aga Khan Foundation has been initiating over eleven years of interventions in the field of building community institutions and creating community infrastructure to enhance the capacity of the rural communities. Praxis was engaged in the current assignment under the project which aimed at documenting the initiatives undertaken by the AKF to build community institutions and their social relevance and impacts.	Aga Khan Foundation (India)

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
GOVERNANCE				
1	Support to Government of Bihar in formulating a response regarding the rationale of SC/ST quota in promotions, to be filed up in the High Court of Patna		Praxis provided support to the Government of Bihar to file a comprehensive response in the High Court of Judicature, Patna, regarding the status of backwardness of SC/ST communities, their current level of representation in promotional grades and impact of reservations on administrative efficiency of departments and services, to make a strong case for continuation of the SC/ST quota in promotions.	Government of Bihar
2	Documentation of AWED's Solid Waste Management Intervention with A Cost Benefit Analysis	Rural communities with special focus on women	Praxis was engaged in a qualitative and quantitative analysis of impacts of the project including impact on understanding/belief of community on sanitation, health situation, perception on relation between health and sanitation, capacity to manage decentralised system and ownership of local structure and sanitation situation of the area.	WaterAid
3	Jan Sangharsh- Praxis participated in the review meeting of Jan Sangharsh.		Jan Sangharsh Morcha was reviewed. Praxis will be part of the analysis team which is planning to analyse Honorable Supreme Court Order's on successful land cases.	Jan Sangharsh
4	Development of training module on "Gender Equality in Agriculture"	Rural communities with special focus on women	Praxis collaborated with Landesa in developing a training module on "Gender Equality in Agriculture" to be used in training of representatives of agencies implementing the Mahila Kisan Sashaktikaran Pariyojana of National Rural Livelihoods Mission. In addition to the development of the training module, a training of representatives of agencies implementing Mahila Kisan Sashaktikaran Pariyojana in two different slots in Patna and Bhopal was conducted.	UN Women and Landesa

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
5	Bihar Prashasanik Sudhaar Mission		Praxis was involved in generating data relating to value of land in multiple locations of Bihar, for the Registration Department of Government of Bihar.	Government of Bihar
6	Entitlement-based Planning	People in Bihar	Praxis provided support to the Government of Bihar to formulate a mechanism for initiating entitlement-based planning for the state of Bihar. As part of the project, Praxis was invited to share experiences at a knowledge sharing workshop organized by the National Resource Cell on Decentralized District Planning in New Delhi. Furthermore, two inter-department consultations for entitlement-based planning project. Compilation of entitlements and preparation of handbooks for planning at different levels, i.e., district, block and gram panchayat was initiated.	Government of Bihar
7	An Action Research on Availability and Accessibility of Government Schemes and Programmes - a special focus on JKREGA/PDS/ICDS/MDM	People of Jammu and Kashmir	Praxis conducted an action research with Indo-Global Social Service Society in two districts of Kashmir - Baramullah and Bandipora. The research focuses on the availability and accessibility of four different government schemes and programmes under the Government of Jammu and Kashmir in 50 villages where the Indo-Global Social Service Society is working.	Indo-Global Social Service Society
8	Documentation on Tamil Nadu government's Governance Approach to Small and Medium Towns in relation to Water Sanitation and Hygiene	Rural and urban population	Praxis was engaged in the documentation of the present governance approach of Tamil Nadu to small and medium towns in relation to Water Sanitation and Hygiene (WASH) pertaining to a project by Water Aid. Subsequently, Praxis prepared a key document for advocating for an urban governance structure in Tamil Nadu in relation to WASH as well as in numerous small towns in other states in the country.	WaterAid

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
9	Designing Quality Monitoring Instrument for Quality Monitoring of PRI trainings in Bihar		Praxis supported UNICEF in designing instrument for quality monitoring of PRI trainings undertaken by the Department of Panchayati Raj. Investigators and supervisors deputed from Center Direct were oriented about the instrument in a one-day training session held at A N Sinha Institute. Quality monitoring of the ongoing PRI training was also conducted at three places in order to seek the effectiveness of the instrument. The data generated after the completion of all the training would be used to form recommendations for the Department of Panchayati Raj.	UNICEF

CURRENTLY ONGOING ENGAGEMENTS				
1	Intersectionality Framework to track Budgets for Transgender Communities	Transgender population	Praxis was approached by UN Women to conduct a research on union/state government policy and budgetary commitments for the transgender community. This also involved identifying gaps and limitations in policy formulation and implementation. The study also aimed to track and monitor budgets for the transgender community (depending on the scope of the research).	UN Women
2	Study on Primary School Curriculum through the lens of gender	Students and teachers	A concept note has been prepared and shared with Tata Trust who is willing to support partially. A design is being developed and will be rolled out shortly.	Tata Trust
3	Formulation of communication strategies for community based preventive health	Disadvantaged communities in Bihar	The project aims at identifying the key factors influencing health outcomes in Bihar and formulating a communication and reinforcement strategy around the same. Thus, a baseline study is soon going to be conducted in the six districts of Bihar to identify the factors and various and prevalence of various kinds of adverse behaviours and practices of concern that have a bearing on the health status of disadvantaged communities.	UNICEF and Government of Bihar

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
4	Jeevika Impact Assessment Study	Rural communities with special focus on women	Praxis was approached by Innovations for Poverty Action (IPA) to undertake an in-depth qualitative study for the assessment of impacts of Jeevika, a Bihar Rural Livelihoods Project. Jeevika - Bihar Rural Livelihoods Project is an initiative of the Government of Bihar supported by the World Bank with an objective of enhancing the social and economic empowerment of the rural poor in Bihar. The broad objective of the study is to understand the impacts of Jeevika vis-à-vis women's empowerment. Special emphasis is laid on understanding whether there has been a reduction of social inequalities, increased responsiveness of important public institutions, and a movement towards greater gender equity and empowerment.	Jeevika, Government of Bihar
5	District Disaster Management Plan, Samastipur	Functionaries of various departments and key agencies in the district	Praxis has started supporting the District Disaster Management Authority of the multi-hazard-prone Samastipur district to formulate a comprehensive GIS-enabled disaster management plan.	UNICEF

FACILITATING ORGANISATIONAL DEVELOPMENT				
1	State HDR Workshop		Praxis facilitated a two-day workshop for finalisation of Bihar's first Human Development Report, organised by UNDP and Government of Bihar.	UNDP and Government of Bihar
4	Training on participatory approaches and tools to students of Social Work of Jamia Milia Islamia University, New Delhi		A day-long training was facilitated by Praxis on participatory approaches and methods to the students of Masters in Social Work in the Department of Social Work's newly started skill lab centre in Jamia Milia Islamia University.	Department of Social Work, Jamia Milia Islamia University

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
5	Development of advanced training module for training of Vikas Mitras in Bihar		Praxis has been supporting the Bihar Mahadalit Vikas Mission (BMVM) in enhancing the capacities of Vikas Mitras which has been recruited by the Bihar Dalit Development Mission in order to address the alienation of the Scheduled Castes from access to development opportunities and for the effective implementation of the schemes as enumerated under the Mission. Praxis designed a training module and imparted training to an exclusive cadre of 9000 SC extension workers in this regard.	Bihar Mahadalit Vikas Mission (BMVM), Government of Bihar
6	Training of Settlement Officers of Central Tibetan Administration		Praxis conducted training on participatory planning for the Settlement Officers drawn from various South-Asian bases of Central Tibetan Administration – the Dharmshala-based government (in exile) of Tibetan communities.	
8	Consultation with community leaders (sex workers and MSM) in Vellore, Tamil Nadu for evolving Self administrable tools for monitoring their community mobilisation programme		In a two-day consultation, the community leaders were involved in identifying challenges and focus areas of their organisation and helped them plan for the current year.	
9	Consultation with IDU and MSM leaders from six districts of Manipur for disseminating CMMS third round findings; and help use these findings in their planning and implementation		In a three-day consultation, the community leaders provided significant inputs on the design and also on measuring changes owing to community mobilisation. The community members and NGO staff got oriented on different aspects of strengthening community ownership of the programme.	

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
10	Discussion with CONE – a network of CBOs facilitated by Praxis on challenges faced by them		In a one-day consultation, Praxis helped network leaders in evolving their strategic plan to enhance their visibility and utility to CBOs.	
11	Jan Sangharsh Morcha		Praxis extended solidarity to the three-day long Jan Sangharsh Morcha against the Land Acquisition Bill. Praxis will be part of the analysis team which is planning to analyse Honorable Supreme Court Order's on successful land cases.	Jan Sangharsh
12	Documentation of lessons learnt in responding to facing situation of crisis by women in distress		A one-day workshop was conducted by Praxis with Prayas Bharati, a local organisation working with women in distress. Prayas Bharati is also running a shelter home for women and children. An Intern from Central University of Bihar documented the organisation's experience in dealing with situations of crisis faced by women.	Prayas Bharati, Patna
13	TheWorkshop2012 – the 16th Praxis International Commune on Participatory Development		The 16th annual international commune on participatory development held in Bangalore witnessed a participation of 60 people. The workshop comprised of a set of interesting and useful participatory modules which in turn, helped equip the participants with a good understanding on participatory approaches, tools and methods.	Praxis internal initiative
14	Workshop on Process Documentation		Praxis conducted a three-day process documentation workshop for Population Foundation of India, to help create a framework and process for them to capture processes in the context of their Scaling Up Framework.	Population Foundation of India
15	Training for Mahila Kisan-Sashaktikaran-Pariyojana		A training of representatives of agencies implementing Mahila Kisan Sashaktikaran Pariyojana in two different slots in Patna and Bhopal was conducted.	
16	Training of Community Mobilisers for Strengthening VHSNC		A capacity building training of community mobilisers (Parivartan functionaries) was conducted early this year in January and training of eight batches comprising of thirty participants have been completed in Patna and Betiya centres. Furthermore, twenty eight batches are expected to be trained shortly.	

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18	Gender Sensitisation Training of Bihar Police		Praxis is developing a module for the gender sensitisation training of Bihar Police which will be conducted soon.	Bihar Police
19	Workshop with staff and partners of ActionAid India on Application of Participatory Approaches		The workshop witnessed twenty five participants including ActionAid India staffs and senior level colleagues of the partner organisations.	ActionAid India
20	IGSSS Workshop for Module Development under the Ford Foundation supported Capacity Building Programme for Young Community Leaders		Praxis was invited by the Indo-Global Social Service Society to attend a two-day workshop in the capacity of providing insights and inputs in developing the contents of a module under the Community Leadership Project supported by the Ford Foundation. The module aimed to provide the young community leaders with a good theoretical understanding on Housing Rights. In the two-day workshop that was held in New Delhi, the first day focused at carefully examining a broad outline of the module and the second day focused on ways to generate the content and write the first draft of the module.	Indo-Global Social Service Society
21	Training Series On Participatory Methods And Approaches For Project Staff At Reliance Foundation		A workshop was conducted on participatory methods and approaches for a group of field staff of Reliance Foundation's Bharat India Jodo (BIJ), a flagship programme of Reliance Foundation in different states. This workshop aimed to provide an understanding of the principles, approaches and methods of participatory practices for the team to use in their work setting, provide a hands-on learning experience through fieldwork and help equip the participants to incorporate the use of participatory methods in their programme.	Reliance India Foundation
22	ActionAid Luc-know: Training on Application of Participatory Methods		Praxis conducted training for ActionAid in Luknow, on application of participatory methods in the context of ActionAid's line of work.	ActionAid

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
23	Monitoring and Evaluation Workshop		The objective of the workshop was to organise a two day capacity building session on Fundamentals of Monitoring & Evaluation and help refine the plans for measurement of programme performance. The workshop focused to develop and deliver a need based Monitoring & Evaluation Training Module covering the following areas : basic concepts of Monitoring & Evaluation and how it can be integrated into the Programme/Project Management Cycle, strengthen knowledge on Monitoring & Evaluation framework, particularly on the set of comprehensive indicators to know what and how to measure, understand the linkages between the Indicators (input, processes, output and outcome indicators), to understand the Monitoring & Evaluation frameworks for Advocacy and Programme based approaches and to get familiar with various types of evaluation - Process and Impact.	Oxfam India
24	Training On Participatory Planning And Monitoring		Praxis devised and conducted a workshop on participatory monitoring and evaluation for a group of block coordinators and managers with regard to a participatory livelihood resource management project. The workshop aimed to make participants understand the participatory approaches in the context of livelihood resource management project and develop understanding on participatory processes for community based planning. The workshop helped deepen the understanding on participatory planning tools by the means of a detailed discussion which involved the framing of an analysis and action plan as well as field work methods to conduct a participatory research.	Indo German Development Cooperation Project, Tripura

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
25	Training of HUP Field Staff on Participatory Practices		Population Foundation of India's Health of Urban Poor (HUP) program is being implemented in eight states (Jharkhand, UP, MP, Rajasthan, Odisha, Bihar, Uttarakhand and Chhattisgarh) and in five cities – (Pune, Bhubaneswar, Jaipur, Delhi and Agra). The focus of the programme is on Maternal and Child Health, Water & Sanitation and Nutrition aspects. One of the most important strategies of HUP Program is “Capacity building for high quality accessible and sustainable Health, Nutrition and WASH services”. Community participation and community mobilisation are one of the key intervention areas of HUP and in order to strengthen the community mobilisation skills of the HUP frontline staff; a four day training program on Participatory Practices was envisaged. Praxis conducted the training which aimed to orient the HUP staff towards common PRA tools, uses and limitations of PRA techniques and their practical application in urban slum settings.	Population Foundation of India
26	Participatory Approaches: Training for GOAL India and Partner Staff		The training imparted by Praxis to the staff of GOAL India and their partners aimed at devising and running an experiential learning workshop on the grounds of participatory approach, i e., Attitude Behaviour and Change and its historical evolution that is primarily meant to understand and consolidate knowledge on participatory approaches and monitoring.	GOAL India

BREAKING THE SILENCE – OUR COMMUNICATION ACTIVITIES				
S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
1	Participatory Video with Transgender	Members of transgender community	In an attempt to engage with the post-2015 debate on the future and new direction with regard to the Millennium Development Goals and represent voices from different communities to shape in order to determine the post-2015 development agenda, Praxis has conducted a series of three participatory video processes among the communities of transgender and the urban poor. The first participatory video process was initiated with the community of transgender in Chennai.	
2	Participatory Video with Urban Poor	Community of urban poor	A participatory video process was initiated with the help and support of Jackie Shaw from the organisation, Real Time. This process took place among the urban poor community members in Chennai. A group of ten participants were part of the process which took place in a resettlement site, an objectionable slum and a commercial street in the hub of the city. The participants shot three short films and subsequently attended an editing session in order to guide the flow of the film and the form it will take.	
3	Participatory Video Training of Trainers (TOT) session		A session of training of trainers (ToT) was also conducted in Ottapalam in Kerala, facilitated by Jackie Shaw of Real Time (UK) prior to the participatory video process with five participants from the Praxis team and a member of transgender community.	
4	Developing Self Administrable Tools to monitor community mobilisation	Communities of sex workers	Praxis engaged in facilitating the community groups to define “empowered women” and helped them to see how their programs are contributing to the process of empowering sex workers. They also evolved some tools to make leadership accountable to the community. Subsequently, a tool book was published. based on the set of self administrable tools that were developed.	

S. NO.	PROJECT TITLE	PARTNER COMMUNITY	PROJECT DETAILS	PARTNER ORGANISATION
5	Publication of article on community monitoring and organisational capacity among high-risk groups in a HIV prevention programme in India in the <i>Journal of Epidemiology and Community Health</i>		The article focused on defining and measuring community monitoring and organisational capacity among high-risk groups in a large scale HIV prevention programme in the country by highlighting the selected findings of a community mobilisation monitoring study as a case study using community ownership and preparedness index.	
6	Publication of article on design of a community ownership and preparedness index in the <i>Journal of Epidemiology and Community Health</i>		The article highlighted the significance of designing a community ownership and preparedness index in order to define, measure and assess community participation in the realm of health interventions. The article was substantiated with data which projects the capacity development of community-based groups and community-based organisations at the ground level.	

About Praxis

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

Our Vision

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

Our Mission

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



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