praxis

/ˈpraksɪs/

noun

1. Act of engaging, applying, exercising, realising, or practising ideas
2. Reflection and action directed at structures to be transformed
The year saw a wide range of engagements, spreading us thin on the one hand, but on the other, leaving us, the team and the communities a notch higher, in Freirean terms - with critical consciousness. This has been one the most rewarding parts of Praxis’s journey – challenges to the stereotypes, norms, and deeper insights into the subaltern ethos, politics and changing realities. And we are convinced more than ever, that such dialectics will be the bulwark of democracy in this season of post truth politics, bullies and dream merchants.

During the year, we witnessed dramatic events such as demonetisation and its attendant hardships, the brunt of which was borne by the poor and marginalised communities. The fact that it did not lead to civil unrest is a testimony to the fact that the true keepers of Indian democracy are those at the bottom of the pyramid. While democracies across the world suffer from want of citizen participation, the poor and marginalised communities of India have shown that they are not just willing to queue up to cast their vote, but also to bear hardships without protest, in the nation’s interest when the call of duty demands it. Taking them for granted will not only be unwise, but will also be treading on slippery terrain.
It is small voices that matter, for it is on them a nation’s collective imagination is built, or at least, should be. We heard many such voices during the year – forced labourers, migrant workers, farmers, children, adolescent girls, trafficked girls and women, people with disabilities, Dalit, minority and tribal communities, denotified and nomadic tribes, communities affected by disasters, community based organisations, among others. We present in this report glimpses of these voices and Praxis’s own role in its facilitation.

Like Praxis, many civil society organisations have been actively keeping their ear to the ground and not just hearing what we want to hear, but what hearing what people say – and needless to say not all of these will be in agreement with the dominant discourse. All modern societies view civil society organisations as critical, for deepening of democracy, for it is not the lack of differences, but negotiated settlement of differences, that is the true hallmark of democracy. For a country whose aspirations are soaring as high as Mars, missing out on these voices will be to build ivory towers on the quicksand of social and economic crises impacting a vast majority of its populace.

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

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

Our work in the past year has been divided across four broad categories – Relief for the poor, Environment, Education and Medical relief. While most projects would ideally fall in more than one of these categories, for the sake of clarity, they have been arranged under the category that best expressed the essence of the project.
Modern structures of wage and employment have left certain sections vulnerable to exploitation by the market, which are further aggravated by social compulsions, economic policies and the day-to-day struggle for survival. To build an ecosystem to support labourers, the first step is research that will prepare agencies in this effort. Towards this, NGOs and partners have been capacitated in methods and use of tools to study elements of labour practices in various belts identified in North and South India.
Amplifying voices of marginalised women

In an effort to bring marginalised women’s participation to the forefront of development, work is being carried out in six countries with partners where capacity of marginalised women to participate in and influence policy-making is being built. An evaluation of this programme was carried out to strengthen its scope and outcomes.

Review of strategy for philanthropic organisation

A participatory strategy review was carried out for a foundation working in India to build on its effectiveness and strengths and address its gaps. This review was carried out through interactions with trustees, advisors, grantees and programme staff and findings were shared with the management.
Building Capacity for Community-Led Advocacy

A network of organisations is working on building the capacity of Community Led Organisations (CLOs) to take up issues that marginalised groups in six states across the country face and put forward their own experience and recommendations in relevant spaces. This is an effort in building advocacy potential of CLOs. There are 56 CLOs from Delhi, Bihar, Jharkhand, Chhattisgarh, Odisha and Uttar Pradesh, working with Dalit, Muslim, women, and other marginalised communities, who are part of the project.

**Preparation of manual to facilitate community-led change in gender norms**

To bring about change in gender-based violence, sexual reproductive health and rights, right to food and women’s economic empowerment, evolving new perspectives on gender relations and mind-sets is imperative. For this purpose, a manual was created for an organisation’s project staff for it to confront ingrained gender biases in themselves and in society.
The district administration in Bihar felt the need for a programme and development of a process through which the administration could identify and assess the needs of children. The subsequent process was designed after a consultation with authorities, children and NGO partners – to understand the district’s needs in relation to child protection. An extensive survey of 771 villages was conducted through relevant second hand research, and an in-depth qualitative study focusing on an identified sample of 10 villages was undertaken in Kishanganj district, Bihar for this purpose.
Understanding nuances of labour issues in India

As a part of work done in the area of labour, an extensive study was carried out to understand forms of labour practices in India – in the context of children, urban and rural workforce. This knowledge will help feed into policy stemming from government and practices of development workers in the area.

Generating Citizen Report Cards

In participatory processes with the community at various locations in Jharkhand, Citizen Report Cards are going to be generated where the community will score and focus on a set of flagship schemes and policies such as Right to Education, Integrated Child Development Scheme among others.
Creating Framework for Reintegration for Survivors of Trafficking and Sexual Exploitation

A psychological tool was developed for use to reintegrate survivors of trafficking into mainstream society. As a part of this, documentation and pilot testing was also carried out and lessons learnt shared with the partner organisations.

Consultation with partners on Child Protection

As part of the work being carried out in the area of child protection, support was extended to organisations working in the area. A consultation was held using participatory methods, to map the prevalent child protection mechanisms, their gaps and strengths in the Jharkhand region and the work done by the organisation in this regard was set in context.
Inter-Agency Participatory Action Research for Strengthening Child Protection mechanism

This initiative worked with multiple partners to build a strong Community-Based Child Protection Mechanism in Jharkhand. The interagency character of the project allowed different organisations to review the process, and learn from each other – all gearing towards child protection in the area.

**Technical support to team on institutionalizing community ownership preparedness index**

The institutionalisation of the Community Ownership Preparedness Index in the context of measuring community mobilisation is being supported with periodic interactions with the implementing team.
Mapping institutions accessed by young women to understand their social universe

Institutions accessed by young girls were mapped in a participatory process for an organisation working on women’s issues to understand the institutions that young women and girls, as well as boys approach for support and the issues they approach them for. This would feed into a greater understanding for its ongoing projects, especially one revolving around early marriage in three districts of Bihar and Jharkhand - Gaya, Hazaribagh and Ranchi.

Supported advocacy for Rights of People from Nomadic, Seminomadic and Denotified Tribes

Nomadic, Seminomadic and Denotified Tribes in India are excluded from mainstream society, and kept away from their rights and entitlements. Digital stories were evolved with community members to advocate for their cause. Participatory processes were facilitated with community members, which
documented individual and collective stories of people from different communities like the Chharas, the Kuchhbans and Beriyas, who were criminalised by the Criminal Tribes Act of 1857. Despite the Act being denotified later, the communities continue to face the stigma associated with their identities. A film festival that showcased movies made by community members on the subject was also organised.

**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 people belonging to dominant castes allegedly razed houses of 125 Dalits to the ground. 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.
Preparation of Guide Book for Participatory Needs Assessment in Tibetan Settlements in India

A guidebook that would compile popular approaches to assess the needs of a non-Indian community in India was created. It includes a field manual for community facilitators. It provides guidance for collective action through practical examples and illustrations of participatory processes and tools developed, besides discussing the use of a selection of popular methodologies to facilitate strengths-based approaches to community development. 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 their work.
Towards human rights and businesses

As part of commitment to ensure responsible practices in core businesses, an Index that measured the Business Responsibility of the Top 100 companies, as listed on the Bombay Stock Exchange was co-created with other organisations. This index was then used to analyze data available in the public domain such as annual report, business responsibility reports, and website among other sources and disseminate the same widely. The analysis led to the publication of several reports and also a manual to guide companies on how best to frame their business responsibility reports.

**Workshop with elected female representatives**

The team facilitated discussion with elected female representatives of urban local bodies in Patna towards helping them in articulating their priorities for the upcoming elections. The workshop also included women relating their own experience of being representatives, and their relationship with power and its structures.
A workshop was carried out with farmers, and those working closely with them where they analysed life stories of farmers to understand and build linkages to labour practices; and how maize cultivation has affected their lives. This analysis was used to feed into the evaluation of a programme.

**Tool developed to measure community resilience to natural disasters**

A tool was developed to understand how resilient communities are in disaster prone areas. This tool also allows for measurement of the resilience of local institutions, and will be administered across 72 villages.
Urban Terrace Farming

A grow-your-own-vegetables model was explored with the urban poor – primarily people living in slum clusters. The project looked to train and capacitate women from these clusters in urban farming and rooftop/terrace farming methods to enable them to save money and also eat healthier.

Study on Land Rights

A network of organisations, including cadre-based organisations, studies the changing patterns of land rights in India. The initiative built the capacity of the stakeholders on land rights through studies on various forms of landlessness and advocacy.
Conflicts over natural resources – Write-shop

A three-day writeshop in Guwahati was facilitated for synthesizing learnings of Participatory Vulnerability Analysis around issues of conflicts over access to natural resources in 100 villages of Assam, Manipur and Meghalaya.

GIS for Disaster Preparedness

Bihar is vulnerable to natural disasters like droughts, floods, and earthquakes and to several man-made disasters. As a next generation of 'Disaster Ready' preparedness, the Geographic Information System application is integrated to make response to disasters quick and dynamic. This will help in reducing the response time further and help to locate the resources at the nearest on the Google map. Understanding a community’s inherent strengths that enables it to cope with threats for its survival, was the main aspect to design the strategies that could be effective in offsetting adverse impacts of disasters.
A project with an aim to produce basic information for improving ethical supervision of the supply chain of Pirkka 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.
In 20 tribal districts in Jharkhand, organisations are working to make education a reality for every child by accessing Right To Education. The team interacted with the several stakeholders like school children, teachers and members of School Management Committee, Bal Sansads and field facilitators of the project, to assess the impact of the ongoing programme.
Shikshagiri- Children’s Voices on the New Education Policy

A Ground Level Panel of 16 children from marginalised backgrounds such as nomadic and denotified tribes, rag picker communities, homeless families, tribals, among others was brought together to make recommendations to the draft National Education Policy 2016 brought out by the Ministry of Human Resource Development, Government of India. The children reviewed the policy, and education in India through their own perspective and experience. The recommendations were also shared with the Ministry.
Workshop on Participatory Data Analysis

A workshop was conducted for partners working on child protection issues in Bhopal. This workshop focused on participatory data analysis - which included partners conducting studies across different slum, and learning to synthesise the data generated from there. On the last day of the workshop, the data findings were presented, where children from the slums also participated in the analysis.

Formulation of training modules for Child Protection Committees

Praxis is supporting the Department of Social Welfare, Government of Bihar, in formulation of training modules and conduct of trainings for members of Child Protection Committees at District, Block, Panchayat and Ward levels, on issues of child protection and the roles of CPC members.
Training on Participatory Rural Appraisal at National Institute for Youth Development

A one-day training was held for students on participatory rural appraisal- tools, methods and methodology. The students looked at how participation in research adds value to the process and the outcome, with facilitators who also involved them in using the tools in practical ways.

Workshop for members of Juvenile Justice Board

The team facilitated a three-day workshop for the members of the Juvenile Justice Board on soft skills towards friendly engagement with children to better understand the child psychology of children in conflict with law. Members of Juvenile Justice Board across all 38 districts of Bihar participated in the workshop held in Chanakya Law College of Patna.
A two-day workshop was facilitated on the emergence of community-led mechanisms for child protection for partners. Project staff and frontline workers attended this workshop. As part of the workshop, participants were equipped with the basics of participation- attitude and behavior change with the community. Some PRA based exercises were also facilitated with the participants that can later be used to gather insights about child related issues.
Workshop on Participatory Rural Appraisal

A four-day workshop was conducted for development management students on participatory practices and approaches. This consisted of two-day classroom facilitation on PRA tools and two-day field visits. The workshop was concluded with a review of the process.

Social Analysis Programme with Undergraduate students

The Social Analysis Programme was conducted for 50 final year undergraduate students of social work. The programme sought to cover an understanding of society with democracy as its canvas and the Constitution as its fulcrum. It also explored the role of students in deepening democracy.
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.
An international workshop on participatory development was conducted in March for development practitioners, representatives of NGOs, academics and interested individuals. The theme of the eight-day workshop was how participatory tools are to be used with the community- not as an end in themselves, but as means to facilitate change. 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 urban communities.
Skills Lab for students of Social Work on Participatory Methods and Tools

A skills lab on Participatory Rural Appraisal – methods and tools was conducted for a batch of university students, who had the opportunity to also use the tools learnt in theory, in the practical session.

Training on photography and videography skills

The team conducted a full day training for project staff on the basics of good photography and videography for use in reports and as evidence. The training covered the right use of equipment, importance of informed consent and modifying framing of audio-visual product based on intended use.
Making participatory research disabled-friendly

Praxis worked with a partner organisation which works with people who are visually challenged, and are living with other forms of disability; to enable them to use participatory research in their area of work and help bring out the voices of the disabled to ensure that they are also counted.

Programme Strategy for Development of Adolescent Youth in West Champaran

To develop a programme strategy for adolescent youth in the tribal and remote belt of West Champaran, the team conducted participatory exercises with adolescents, their guardians and community leaders. These workshop-based interactions were converted into a coherent strategy that would enable partner organisations to develop interventions as per the needs of the community.
Sanitation for the Urban Poor in Tamil Nadu

A study with the urban poor communities in Trichy, Tamil Nadu, informed policy makers of the findings about the state of sanitation, and aspirations of the people regarding this in the Government of TN.
Strengthening Disaster Management Preparedness

A workshop was conducted with representatives from government bodies and local institutions to collectively formulate a District Disaster Management Plan, aimed at strengthening arrangements for disaster preparedness in Alwar district of Rajasthan.

**Developed toolkit to support initiative to stop Diarrhoea among Children**

Diarrhoea is a common disease among children in India; and this highly preventable and easily curable disease is taking many lives. A toolkit was developed to train staff and community health volunteers on community-based initiatives to curb incidence of diarrhoea in four states - West Bengal, Delhi, Uttar Pradesh, Uttarakhand.
Forward Planning of Rapid Action Learning Units

The team facilitated and organised a series of five workshops across the cities of Pune, Lucknow, Hyderabad, Chandigarh and Kolkata with government functionaries across different levels. The trainings focused on Government of India's Swachch Bharat Mission's Guidelines on formation on Rapid Action Learning Units. These Units have been envisaged as places for learning and sharing of methods and techniques that work.
As part of the Sanitation Action Summit 2016, an attempt was made to integrate the voices of people from marginalised communities into the Swachh Bharat Mission's mandate of ‘Leave No One Behind’. A discussion was facilitated with people with disabilities - visually challenged and deaf participants, to understand their challenges in the fulfillment of the country's sanitation goals.

Review of behaviour change approaches and effects on toilet use

The team is working with network organisations on a research study to understand how the Swachh Bharat Mission is balancing the construction of toilets with promotion of toilet use. Using a combination of immersion and reality check methodology, research teams conducted fieldwork across Madhya Pradesh, Uttar Pradesh and Rajasthan to understand from
various stakeholders what makes the use of toilets a habit among people- and what are the ways to do it.

Training for staff implementing CSR projects

The team facilitated a four-day training on Participatory Methods and Approaches for Sustainable Development for staff and partners of the CSR wing of a software company. The training took place in Dadri, Uttar Pradesh.
REPORTS

The Ground Level Panel with children from marginalised backgrounds (poor, disabled, slumdwellers etc) inputting to the New Education Policy, 2016 gave rise to Shikshagiri: Where Knowledge is Free.

Shikshagiri reconvened with a different set of children as panelists who gave their perspectives on the Right to Education, and how this could be made more effective for children from marginalised backgrounds.

In the realm of corporate responsibility, Corporate Responsibility Watch (CRW) scanned the business environment from an equity lens across five community-focused issues: Non-discrimination in the workplace, employee well-being, inclusiveness in supply chain, and the community affected by business, in addition to the community development covered by conventional CSR.
In Making Growth Inclusive, CRW provides companies a new set of data and analyses to help evolve policies that are aligned to the National Voluntary Guidelines and thereby create an enabling ecosystem in which there is a level playing field in community-corporate negotiations.

A paper on "#Shikshagiri: Including Marginalised Children in Policy and Praxis of Education" was published in the South Asian Education Policy, Research, and Practices in “Participatory Action Research and Educational Development, South Asian Perspectives”
As part of Shikshagiri, a set of four films was released to share the demands of the panel and the process followed with a wider audience.

As part of the support to the campaign for denotified tribes, a set of five digital stories was released that highlighted the communities’ issues and demands. The films were a part of the #MeraBaapChorNahiHai campaign.
### SOURCES OF FUNDING (Figures in Rs 000s)

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<th>2015-16</th>
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DISTRIBUTION OF EXPENDITURE 2016-17

![Pie chart showing distribution of expenditure]

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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 close to three decades of experience in social work research and practice, with a major part of the experience in development research. He has extensive experience in conducting participatory assessments and evaluations and is a proficient facilitator of Participatory Action Research and Participatory Learning Activities (PLA) focused on various areas of social development.

**Mary George** (Fellow)
With close to three decades of experience in the development sector, Mary brings a keen focus on gender issues and equity into research. She has worked closely with grassroots communities across various states in India. Her major areas of work include projects on empowerment of women, community-based disaster preparedness programmes and livelihoods.
**Moulasha Kader** (Programme Manager)
Moulasha is a demographer and researcher by training. He has more than two decades of experience working with national and international development agencies. For the past 5 years, he has also handled projects focusing on monitoring community mobilisation, community participation and water governance. His current research interests revolve around issues of religious minorities, child rights, madarassa education, urban poor, maternal and child health.

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

**Stanley Joseph** (Consultant)
Stanley has close to two decades of experience in social work practice, participatory research, action research and also been part of responsible business assessments. Since 2000, he has focused on child labour issues, HIV-related stigma and discrimination in workplace, LGBT communities and labour practices. He has extensive experience in community empowerment through participation and involved in developing self-administrable tools for community-based organisations.
Tom Thomas (CEO)
Tom has close to three decades of experience in international social development with expertise across various thematic areas. He has led the Praxis team on several assignments that have provided critical inputs into development policy and thinking on social development, in India and in several countries across the world. Prior to joining Praxis, he held senior positions with Action Aid in India, Bangladesh and the UK. Tom is also Convener of Corporate Responsibility Watch, a coalition of organisations and individuals tracking responsible business in India. He additionally holds membership of several national and international civil society coalitions furthering the idea and praxis of community participation as well as responsible business. Tom is also member of the Praxis Board.

TEAM DELHI

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

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

**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.

**Bhawna Verma** (Development Trainee)
Bhawna has a background in sociology and community development. At Praxis, Bhawna supports the programmes team in fieldwork and research based studies.
Devender Kumar (Consultant, Admin.)
Devender has experience in handling day-to-day administrative duties and in event management. Devender supports the Administration and Finance Unit at Praxis.

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

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

Lorina Anal (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 close to 10 years of experience in the areas of Finance & Administration with organisations in the development sector. He is well versed in the domain of general accounting, payroll, budgeting, journal entry preparation and taxation.

**Niharika Awasthi** (Development Trainee)  
Niharika has a background in sociology and journalism with a focus on development communications. She contributes to research and communication initiatives in Praxis.

**Pradeep Narayanan** (Director, Research and Capacity-Building)  
Pradeep is a human rights activist-researcher associated with many rights-based NGOs and campaigns in India. He has close to two decades of experience of working in Government, corporate and the non-governmental sector. For the last six years, he has focused on children’s issues, primarily child labour and its relation to education, child protection, child participation and health. Over the years, he has also handled projects on issues of community participation, water rights, free trade agreements and fair trade.

**Ranjit Kumar Jha** (General Manager, Finance and Administration)
Ranjit has an experience of more than two decades in the development and corporate sector. His key proficiencies include grant and financial management, and developing budget monitoring and financial systems. He manages audits, risk and compliance with Income Tax, provident funds, gratuity and other aspects of financial law. He heads the finance and administration unit of Praxis.

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

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

**Shishupal Prajapati** (Senior Administrative Officer)
Shishupal has worked for more than a decade in the Development sector, providing Administrative, Programme and Information Communication Technology support to several organisations. He volunteers with organisations working for the poor and marginalised in his spare time.

**Sowmyaa Bharadwaj** (Deputy Director, Research and Capacity Building)
Sowmyaa has more than a decade of experience in the development sector with expertise and interest in poverty, water, sanitation and hygiene, gender, urban development and rights. An experienced facilitator and a practitioner of participatory approaches, she has been involved in various trainings and capacity building initiatives with a range of communities and groups as well as been part of several participatory research studies, monitoring designs, assessments and evaluations.

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

TEAM PATNA

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

**Anindo Banerjee (Director, Internal Programme Initiatives)**

Anindo has over two decades of experience in international social development, particularly in conducting participatory assessments, policy analysis and capacity building processes. His areas of interest include governance reforms, affirmative action and democratic 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** (Office Assistant)
Rajendra Ram has more than three decades of supporting development organisations. He assists in day-to-day activities like photocopying, filing, stores and office maintenance.

**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)
Shipi has seven years of extensive experience on several research studies and capacity building initiatives including Women Empowerment, Sexual and Reproductive Right of Women, Migration, Child Protection decentralized planning and governance etc. She has assisted in conducting participatory assessments and evaluations of livelihoods project in Bihar India. Her expertise lies in the application of participatory learning activities (PLA), ethnographic methods including semi- structured interviews, focus group and facilitating capacity building training.
Vijay Prakash (Programme Officer)
Vijay has a background in Development Studies. He has experience of working on the issues of poverty and challenges of entrepreneurship among scheduled caste youth. He is competent in participatory research, impact assessment data analysis, documentation and training. His research interest includes gender, rights, dalit issues, poverty, etc.

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

MANAGING COMMITTEE

Tomy Mathew (President)
Tomy 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 Thomas has been in the development sector for around two decades. 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.

**V S Thyagrajan (Treasurer)**
Thyagarajan is a Chartered Accountant by profession and has over four decades of corporate and development experience. His specialization is in Governance and Accountability and he has vast experience in managing finance, HR and administration in the NGO sector. He has worked as the Director of Finance and Administration for ActionAid (UK) for its India Programme for eight years and been in the same capacity for AMREF (African Medical Research Foundation) for six years. AMREF is an International NGO focused on health, headquartered in Nairobi, Kenya. He has served for six years from 2007 to 2013 on the board of Richmond Fellowship Society, an NGO working in the area of psycho-social rehabilitation, which has their headquarters in Bangalore. He is currently an advisor to the Board of Belaku Trust, an NGO that works with health and livelihood of rural women and children. He is also on the State Advisory Board of the Karnataka Branch of the WWF - India (World Wide Fund for Nature).

**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 General Body. In addition, the General Body has the following members:
Mr Arjun Rajagopal
Prof. Dr Arif Hassan
Dr Robert Chambers
Mr Shankar Venkateswaran
LIST OF OFFICES

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## PARTNER ORGANISATIONS

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<tr>
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<tr>
<td>Assam Branch of Indian Tea Association</td>
<td>National Alliance Group of Denotified and Nomadic Tribes</td>
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