

# Annual Report 2020-2021



IPE Global Centre for Knowledge and Development



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## Letter from the Chief Mentor

Dear Friends and Supporters of CKD,

As we gather to reflect upon the accomplishments and challenges of the past fiscal year, I am honored to share with you the highlights of our journey in the 2020-2021 Annual Report. Serving as the Chief Mentor of the Centre for Knowledge and Development (CKD) has been both a privilege and a responsibility, and it is with great enthusiasm that I convey the collective achievements of our dedicated team and partners.

This year, CKD has been engaged in a comprehensive strategic initiative focusing on refining and reimagining our brand. We dedicated ourselves to creating essential foundational documents, a compelling brochure, knowledge management products, and the redevelopment of our organisational website. These endeavours were not merely about aesthetic updates but were strategic steps to enhance our visibility, credibility, and impact in the domains of knowledge and development. Amidst the global challenges faced, CKD has demonstrated resilience and adaptability. Our healthcare initiatives continued to provide crucial services to underserved communities, reaffirming our commitment to making healthcare a fundamental right rather than a privilege. In the educational arena, we successfully adapted our programs to address the evolving needs of students and communities, leveraging new technologies and innovative approaches to bridge gaps in learning.

At the core of our mission is the commitment to empower women, adolescents, and children. Through education and skill-building programs, we have witnessed the transformative power that these initiatives hold, promising brighter and more sustainable futures. None of this would have been achievable without the unwavering dedication of our team, the support of our valued partners, and the generosity of our passionate supporters.

The collective belief in the causes CKD champions has resulted in the creation of a community that shares our vision of a world where everyone has equal access to resources and opportunities for growth. As we move forward, we remain steadfast in our commitment to pushing boundaries, fostering innovation, and expanding our reach. This includes deepening existing partnerships and forging new ones, recognizing that true progress is a collaborative effort. Looking ahead, our pledge is to remain at the forefront of knowledge and development initiatives. The world is evolving, and so must we. By continuing to challenge ourselves, innovate, and adapt, we can ensure that CKD remains a driving force in creating positive change.

In closing, I extend my heartfelt gratitude to every member of the CKD family—our team, partners, and supporters. Your unwavering belief in our mission and generous contributions have profoundly impacted the lives of countless individuals. We have brought hope and opportunity to those who need it most. As we embark on another year of growth and transformation, I invite each one of you to continue standing with us on this remarkable journey. Together, we can create a brighter, more equitable future for all.

Thank you for your unwavering support, and here's to the next chapter in our shared mission. With gratitude and determination,

**MK Padma Kumar**

**Chief Mentor**

## Message from the Advisor

Dear Members of the CKD Community,

It is with great pleasure and pride that I address you as the Advisor of the Centre for Knowledge and Development (CKD) in this year's Annual Report. The past fiscal year has been marked by significant milestones, reflecting our dedication to strategic growth, innovation, and the empowerment of women, adolescents, and children.

One of the major undertakings in the 2020-2021 period was the comprehensive initiative to reimagine CKD. The creation of a strategic document, a compelling brochure, knowledge management products, and the redesign of our website were not mere tasks; they were strategic imperatives to enhance our visibility, credibility, and overall impact. In addition to these efforts, we took bold steps in reimagining the CKD brand. Recognizing the need for dynamic leadership, a team was created to lead the organization, ensuring that CKD is equipped with the right talent and expertise to navigate the challenges and opportunities that lie ahead.

As an Advisor, I have witnessed the dedication and hard work invested by the team to bring these initiatives to fruition. The commitment to excellence and the pursuit of our mission have been evident in every step we have taken. These endeavors are a testament to our collective vision of building an organization that not only adapts to change but thrives in it.

Looking back, the creation of this leadership team has been instrumental in steering CKD toward a future of growth and impact. Their collective skills, passion, and vision align seamlessly with the core values of CKD, ensuring that we continue to make a positive difference in the lives of those we serve. As we move forward, the commitment remains firm. We will continue to push boundaries, deepen partnerships, and leverage our strategic initiatives to create meaningful and lasting impact. The challenges ahead are met with resilience, and the opportunities are embraced with enthusiasm.

In closing, I extend my heartfelt appreciation to the entire CKD community—our team, partners, donors, and supporters. Your dedication and belief in the mission of CKD have been the driving force behind our success. As we embark on another year of growth and transformation, I am confident that, together, we will continue to empower and uplift those who need it most.

Thank you for your unwavering support, and here's to a future filled with achievement and empowerment.

**Seema Gupta**  
Advisor

## Introduction to IPE Global Centre for Knowledge and Development (CKD)

Centre for Knowledge and Development is a knowledge-driven, community-focused, partnership-building, forward-thinking organisation. CKD relentlessly pursues building the agency of women, adolescents, and children by providing equitable access to health, nutrition, education, 21st-century skills, livelihood, and employability.

Centre for Knowledge & Development (CKD), with its headquarters in New Delhi, has been incubated by IPE Global Ltd. in 2013, with the purpose of sustaining efforts towards diversity, equity and inclusion (DEI) and having a singular focus on women and girl related issues in India.

IPE Global is an international development consulting firm known for implementing multisectoral, large-scale development projects aligned with the Sustainable Development Goals (SDGs) across continents. It is headquartered in India with international offices in Bangladesh, Ethiopia, Kenya, Myanmar, Nepal, Philippines, and United Kingdom. IPE Global has partnered with multi and bi-lateral agencies, governments, corporates, and not-for-profits, to anchor equitable development and optimal impact. For over two decades, IPE Global is demystifying sustainability with a passion for heralding change. Given the protracted presence of developmental concerns for women, adolescents, and children in India, IPE Global recognised several gaps in the ecosystem at the policy and grassroots level. This led IPE Global to establish the Centre for Knowledge & Development



“ The Center for Knowledge and Development has made significant strides in the domains of health, nutrition, and education over the past few years, with a dedicated emphasis on the well-being of women and girls.”

**Amita Sharma**

“Since the inception of the Centre for Knowledge and Development, I have been a part of its journey. CKD embraces a design philosophy centered around humanity, aiming to transform research insights into tangible actions that result in measurable impact.”

**Geeta Mathur**



## Vision | Mission | Goal

**Vision:** Creating a world imbued with values of Diversity, Equity, and Inclusivity where women, adolescents, and children realise their full potential.

**Mission:** To empower women, adolescents, and children to get equitable access to health and nutrition, 21<sup>st</sup>-century skills, education and equal employment opportunities.

**Goal:** Create an alliance of engendered and mission-aligned partners to support 20 million women and girls to realise their fullest potential by 2040.

## Our Genesis



Figure 1: Our Genesis

## THE CONTEXT

India today stands at a critical juncture of alarm and opportunity. India ranks 62<sup>nd</sup> out of 107 countries in the Global Multidimensional Poverty Index (MPI) 2020, assessed on indicators of health, education and standard of living. The country hosts the largest number of people living in multidimensional poverty in the world, estimated at 364 million.<sup>1</sup> Historically, disadvantaged communities face this burden disproportionately – in India five out of the six multidimensionally poor people are from lower tribes or castes.<sup>2</sup>

India also has the largest number of malnourished children and the highest rates of domestic inequalities in malnutrition (Global Nutrition Report 2020). Every second pregnant woman is anaemic, while a quarter of women in the reproductive age are undernourished<sup>3</sup>. This intergenerational cycle of malnutrition remains a silent crisis with an adverse impact on productivity and economic development.

In terms of access to education institutions, young adolescent girls fall far behind their male counterparts. Forty percent of adolescent girls in the age group of 15-18 years are not attending any education institution.<sup>4</sup> The situation for girls has been worsened due to the pandemic. Across the country, as schools begin to reopen, nearly ten million<sup>5</sup> socially and economically disadvantaged girls will find it difficult to continue their education; about one-tenth<sup>6</sup> of these girls will never return to school. They would either start working to help their parents recover from the economic shocks posed by COVID-19 or be married early. The closure of Skill Development Centres will severely impact the ability and aspirations of out-of-school girls to attain economic independence, and their parents' motivation and confidence to invest in them for becoming future contributors of household income.

While the national and state governments instituted several programs to digitise education during the pandemic, the socio-economic realities on-ground led to differential access of these resources to boys and girls. In a recent survey<sup>7</sup>, time-use data revealed that an alarming majority of girls (71 percent) were employed in care work, compared to 38 percent for boys. This reflects the non-conducive atmosphere for females to access to education. The cultural bias is validated in the finding that amongst all the adolescents who do not attend education institutions, the percentage of non-workers<sup>8</sup> amongst girls is almost double than amongst boys (around 65 percent girls and only 33.4 percent boys).<sup>9</sup> Moreover, in low and middle-income countries, boys are 1.5 times more likely to own a phone than girls and are 1.8 times more likely to own a smartphone that can access the internet.<sup>10</sup> Hence, even if online education is available, access to it is gendered. Climate change is a rapidly growing threat that holds the potential to devastate and reverse India's progress in areas of education, health, nutrition, livelihood et al. It can cause approximately 1.5 percent loss in agriculture's contribution to GDP which currently stands at 15 percent. By 2030, rice and wheat are likely to see about a 6 - 10 percent decrease in yields<sup>11</sup>. This threatens to widen existing gender-based health and nutrition disparities. Further, the reduction in yield will also affect the livelihood of women, who make up more than 65 percent of the agricultural workforce. Due to incumbent losses in income and food security, families may not have enough money to pay for school fees, which would further exacerbate girls' dropout rates. Moreover, stunting among children is projected to increase by 35 percent by 2050 due to threats from climate change<sup>12</sup>.

Integrating a gendered approach into existing climate, development, and disaster risk reduction policy frameworks can significantly decrease negative outcomes for health, nutrition, education. Multi sectoral

coordination, robust data acquisition, close monitoring of gender-related targets, and equitable stakeholder engagement will pave the way for mitigating climate risks. Empowering women as agents of social change can improve the top down and bottom up accountability within the system. Despite the grave ground realities, India stands at a juncture of opportunity. Nearly one in three Indians is a young person, (aged 15 to 24 years), and children comprise almost 37 percent of the country's population.<sup>13</sup> The next phase of India's economic growth story and achievement of the SDGs will depend mainly on the energy, skill, and drive of India's youth and children to succeed, with a firm reliance on devising effective mechanisms to nurture youth leadership, participation, and volunteerism. With the right opportunities and skill development, India's youth can transform the socio-economic fortunes of the country.

Close to 65 out of the 169 targets for the SDGs reference young people explicitly or implicitly, focusing on empowerment, participation, and well-being. There is a need for sustained investments and partnerships to comprehensively respond to young people's health, education, and employment concerns with astute collaboration of governments and civil society organisations.

At the Centre for Knowledge & Development, our strategy is aligned to achieving the Sustainable Development Goals (SDGs), such as gender equality, health and nutrition, education, livelihoods, skill development, governance, public finance, public sector and leadership initiatives and any other issue which directly or tangentially affects the lives of women, children, and adolescents. Our vision, mission, and goal, are designed to make them anchors of India's development trajectory.

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1 Global MPI, 2020

2 Global MPI, 2021

3 National Family Health Survey 4

4 National Commission for Protection of Child Rights – 2018

<https://ncpcr.gov.in/showfile.php?lang=1&level=1&sublinkid=1357&lid=1558>

5 Right to Education Forum policy brief; Available at <http://rteforumindia.org/wp-content/uploads/2021/03/National-Policy-Brief.pdf>

6 India specific estimates are not available. Ebola outbreak is being used as the nearest comparator globally. The report released by Malala Fund suggests that Girls' enrolment, already lower than boys, did not return to pre-crisis level. In Guinea, as of 2018, girls were 25 percent less likely to enrol back in schools. Similarly, in Sierra this rate stood 16 percent by end of 2017. While both the countries can not be compared with Himachal Pradesh, but 10 percent approximation in discontinuity of education of girls due to COVID even if

7 school opens in HP looks like an appropriate estimate

8 Right to Education Forum policy brief; Available at <http://rteforumindia.org/wp-content/uploads/2021/03/National-Policy-Brief.pdf>

9 i.e. persons who did not 'work' at all, could be engaged in household duties or dependents, pensioners, beggars, etc 2018. National Commission for Protection of Child Rights - <https://ncpcr.gov.in/showfile.php?lang=1&level=1&sublinkid=1357&lid=1558>

10 Real girls, real lives, connected- available at [https://prd-girleffect-corp.s3.amazonaws.com/documents/GE\\_VO\\_Full\\_Report\\_compressed.pdf](https://prd-girleffect-corp.s3.amazonaws.com/documents/GE_VO_Full_Report_compressed.pdf)



## OUR VALUES AND CULTURE

Our values are the principles that guide our actions towards achieving our mission and keep us inspired and motivated.



Figure 2: Our Values

Our organisation imbibes diversity, equity and inclusion (DEI) as fundamental ethos across all that we do. We recognise that only through greater representation — of voices, viewpoints, and solutions — will we achieve inclusion and equity for the communities we serve. As we move forward, this culture of actively listening to our people, and collaborating with partners and beneficiaries will ensure we evolve our systems of DEI.

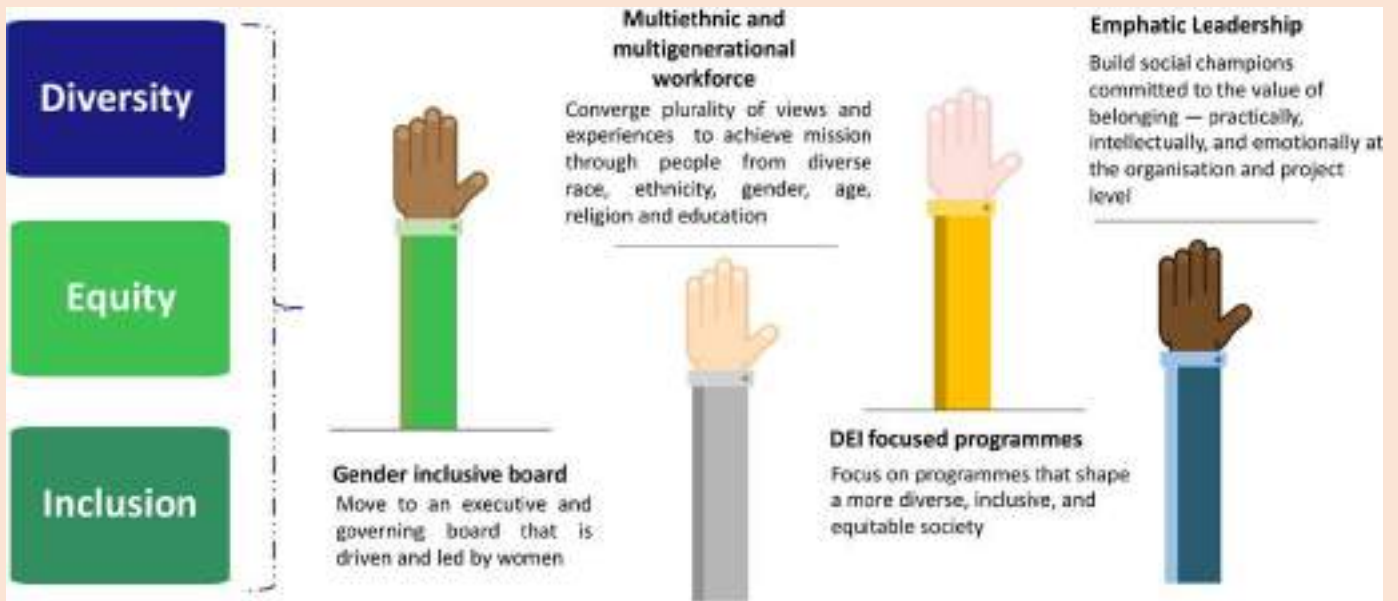


Figure 3: Pledging to Diversity, Equity, and Inclusion



## OUR KEY DISTINGUISHERS

We are working to inspire breakthroughs in how the country treats women, adolescents, and children to achieve urgent and lasting change in their lives.

We challenge regressive social norms that become barriers for women and girls' to voice their concerns and exercise their agency. Digital changes, often referred to as the Digital Revolution, are becoming a key driving force in societal transformation. We, therefore, are designing solutions that leverage this Digital Revolution to deliver sustainable change at scale.

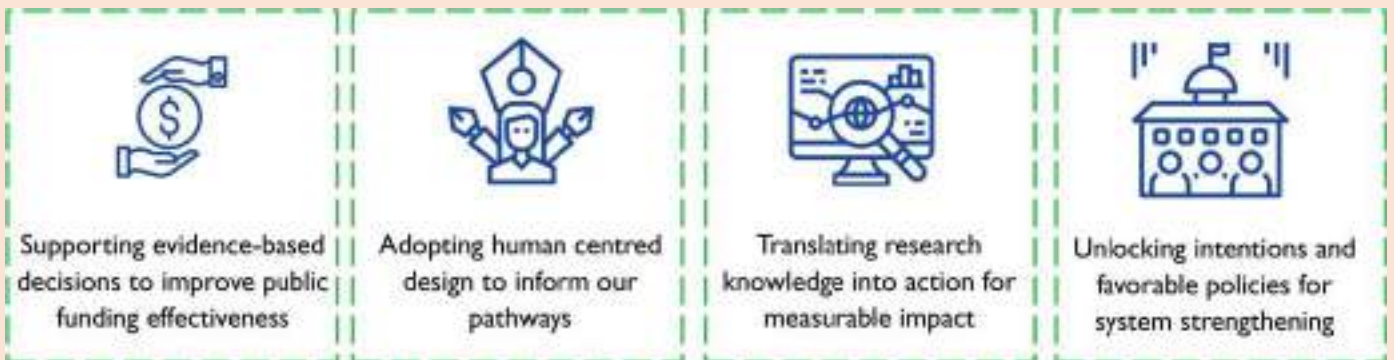


Figure 4: Our distinguishing elements

The expertise of mission-aligned organisations, when converged with a human-centred design approach, will propel tailored interventions that respond to the individual and social determinants of developments. Our efforts are aligned to create a favourable ecosystem by nurturing lasting collaborations amongst the usual as well as new, local and national stakeholders and translating collective knowledge into action. Driven by a growth mindset, our initiatives serve to unlock philanthropy and government capabilities and translate effective research into action.

## OUR APPROACH

We have a five pronged approach in devising our strategic interventions, which ensures multistakeholder engagement for holistic change. It includes convergence, action, reflection, replication and influencing variables at different levels including stakeholder interests, expertise and relationships, related policies and legislations, together with associated socio-economic and environmental conditions.



Figure 5: Our Approach



## OUR THEORY OF CHANGE

Our Theory of Change informs our pathways for direct action, implementation, policy support sensitisation, and networking.

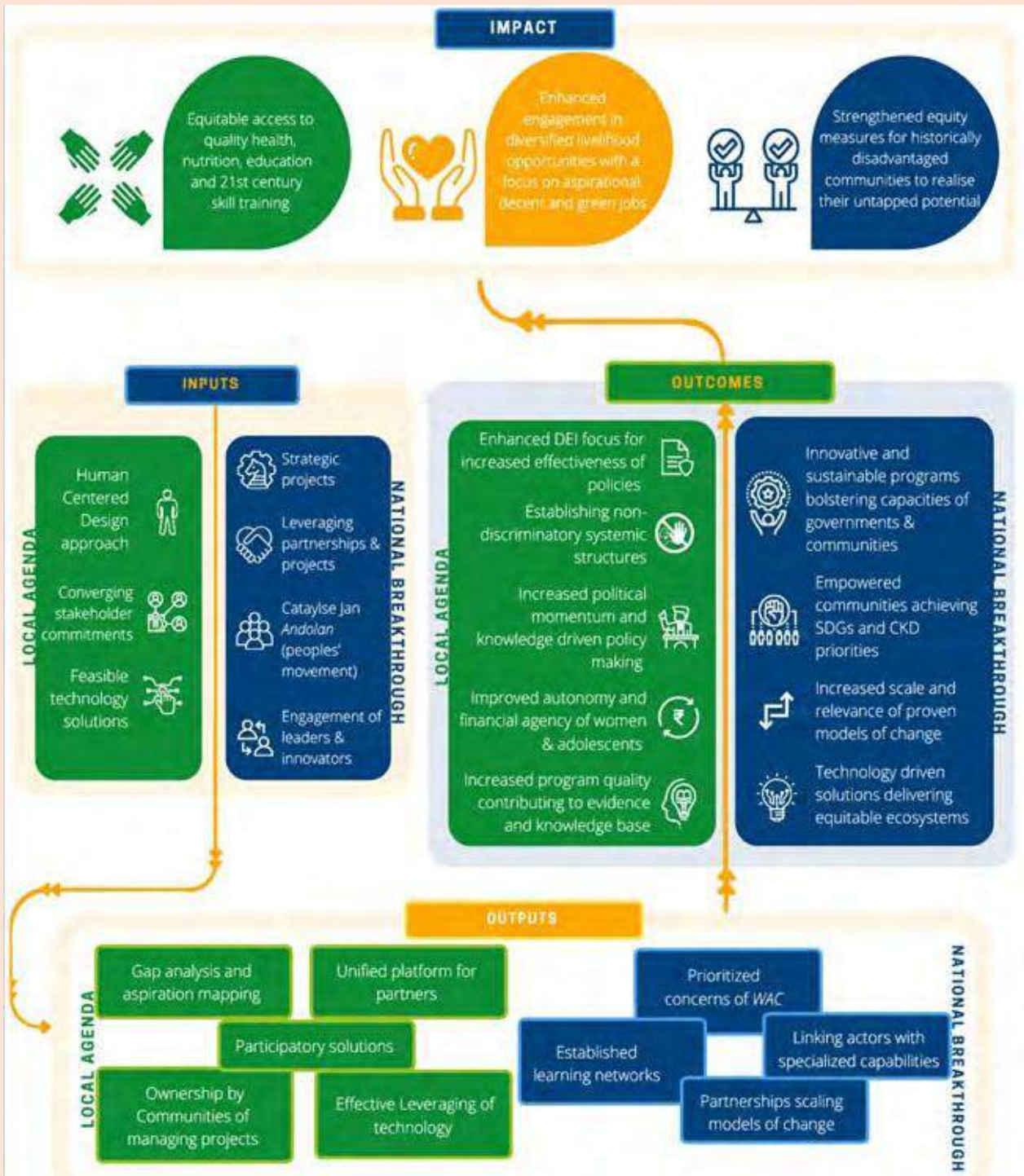


Figure 6: Theory of Change

Currently, existing efforts to address the issues faced by our target beneficiaries are implemented in silos and approaches are designed from each stakeholder’s perspective. As a result, there is usually a disconnect between different actors and their efforts, although trying to solve a common problem. Therefore, we have ensured Local Agendas (LA) and National Breakthroughs (NB) actions across our Theory of Change, interpreted as measures of scale. Local Agendas are programs where geographies are restricted to a state or district and solutions would be tailored to fit the local context. In comparison, National Breakthroughs are measures that encapsulate the potential of high replicability and scale for nationwide delivery. We seek to provide channels of communication and coordination among actors across geographies and sectors through our work. This will unlock synergies, develop and identify evidence-based innovations and increase the effectiveness and scale of collective efforts. However, we also recognise the importance of assessing progress to increase impact in all aspects of our work.

Therefore, we will regularly review our indicators (inputs and outputs) in consultation with our beneficiaries, team, partners and donors.



## OUR FOCUS AREAS

We are focused on advancing the SDGs, such as gender, health and nutrition, education, livelihoods, skill development, employability, governance, leadership initiatives, and any other issue which directly or tangentially affects the lives of women, children, and adolescents.



### HEALTH

We are creating equitable pathways for our beneficiaries to access quality health services. Our work is responsive and tailored to reduce burden of diseases and mitigate the leading causes of maternal and child mortality.



### NUTRITION

We are working towards re-energising public health and food systems to deliver complete nutrition to our beneficiaries. Our work will enhance community ownership to break the inter-generational cycle of malnutrition.



### EDUCATION AND 21<sup>st</sup> CENTURY SKILLS

We engage with leaders, experts, and innovators to provide quality education and 21<sup>st</sup> century skills to adolescents and children. We adopt feasible technology to drive change at scale.



### LIVELIHOOD AND EMPLOYABILITY

We leverage partnerships to secure the present and future of adolescents. We work towards empowering youth to explore income generation opportunities, aligning with their aspirations.

## OUR ORGANISATIONAL STRUCTURE

We believe in building a lean and agile team. Our team comprises a passionate group of technically experienced professionals with 90 percent women. They come from diverse ethnicities and age groups, representing varied disciplinary backgrounds and perspectives from public, private, academic, and CSO sectors. Currently, we have 50+ members at the headquarters and state offices.

As we grow, we will add more technical and specialised capacity. Some of the envisaged teams are:



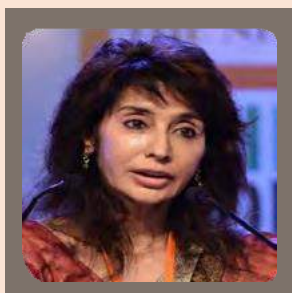
Figure 7: Organisational structure

- » **Strategic Planning and Advisory:** Responsible for planning, developing, and guiding the organisational direction. They will pursue evidence-based solutions and disruptive innovations to achieve our goal.
- » **Thematic Experts:** Consisting of subject matter experts on nutrition and health, education, 21st-century skills, and livelihoods, they would be responsible for developing and leading projects.



- » **Innovation and Technology:** Under the leadership of a senior technology lead, this team will have members specialised in data analysis and innovative use of technology, which will help in designing and guiding projects.
- » **Strategic Engagement and Communications:** Responsible for overseeing and implementing our communication strategy. They will also work with the government and other related stakeholder partners to achieve long-term systemic change.
- » **Partnerships Development:** Responsible for seeking out investments and support community-based fundraising initiatives. They will help in creating the alliance of engendered strategic partners to achieve our goal.
- » **Evidence and Measurement:** Responsible for measuring progress and impact, they will develop a range of qualitative and quantitative methodologies to track progress on context-specific indicators of empowerment and systemic change.
- » **Frontline Team:** As our community engagement increases, specialised field staff will be recruited to support existing field staff and improve the programs' quality. These include community mobilisers, field motivators, et. al.

## Team 2021



**Amita Sharma**

**Technical Advisor**

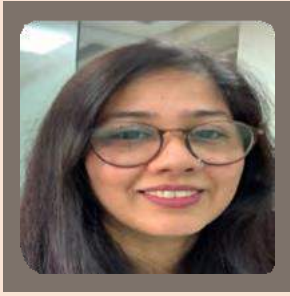
Amita is a former Civil Servant with 33 years of experience in social development policies and programmes, particularly related to education, social protection, gender, inclusive growth and sustainable development. Some of the critical posts she held included Additional Secretary, GOI, Joint Secretary GOI. She has received several awards for her work, such as the Common Wealth Gold Award for best Global Innovation in Public Service (education) in 1998, the President of India's Award for female literacy, 2001, the Government of India's award for the best website for MGNREGA in 2010, the India Today award for "Woman in Public Affairs, 2010". She has also received the MP government's Raza award for her poetry.



**Seema Gupta**

**Advisor**

Seema is a public health professional with more than 25 years of experience. She has championed the causes of gender equity, bringing about transformation in the lives of women, adolescents and children across the country. Having led large-scale multi-donor programs in Disaster management, knowledge management, RCH, SRHR, Health promotion and tobacco control to name a few, Seema has driven partnerships with national and state governments. She has played a pivotal role in India's affirmative tobacco control policies. She has also presented her work in many international forums.



**Kavita Fadnis**

**Head – Human Resource**

Kavita is a senior Human Resource Leader with 20 years of experience in different sectors. Her decade of work in the development sector is instrumental in our decision-making process. Her compassion, optimism, and resilience are reflected in all organizational policies and programs, especially in our endeavour to imbibe diversity, equity, and inclusion in all that we do.



**Surender Pal**

**Associate Director, Accounts & Finance**

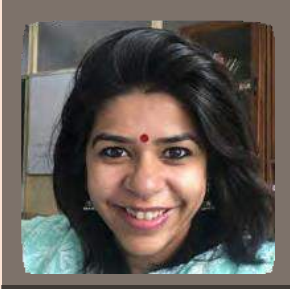
Surender Pal is an experienced finance professional and brings more than 24 years of experience in the corporate and development sector with extensive exposure to the areas of Financial Management, Accounting, Taxation, Budgeting, Fund Management, Audits, etc.



**Lipika Patro**

**Principal Investigator, Suposhit Jharkhand**

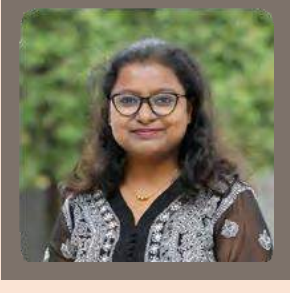
Lipika has over 15 years of experience in strategic engagement with governments. She is the principal investigator of the Suposhit Jharkhand project. With her expertise in bottom-up and top-down social accountability processes, she is recognized for improving public service deliveries in many states.



**Sukriti Jain**

**Manager**

Sukriti has shaped a decade-long career across various thematic areas and verticals of social development. She brings her experience of systems strengthening, evidence-based policy support and community engagement to her current role with CKD.



**Arpita Kayal**

**Program Coordinator, Suposhit Jharkhand**

Arpita has 12+ years of experience in the social sector, project management and implementation, stakeholder engagement, and human resource management. Her range of experiences spread across grassroots-level implementation, supporting technical support units at the national level and engaging with research experiments.



**Sumita Sengupta**

**Senior Analyst**

Sumita is a development professional with five years of experience working on RMNCH+A in the underdeveloped/ marginalized sections of Uttar Pradesh with UNICEF, UP. With her technical expertise in public health, she has been dedicated to bringing down the rates of undernutrition among mothers and children.

## BOARD OF DIRECTORS

Our Board of Directors constitutes an inimitable mix of pioneers committed to bringing about systemic changes that help solve developmental concerns. Their cutting-edge knowledge and insights are critical in identifying priorities, establishing objectives and goals, finding appropriate resources, and allocating funds. With the onset of the 'new normal', the Board of Directors has been playing a quintessential role driving decision making throughout a crisis, for which no playbook created. Their reviews and direction provide us opportunities for constant evaluation of our work and progress.

## BOARD OF DIRECTORS



Figure 8: Board of Directors

## OUR WORK

Over the years, we have worked across diverse areas, such as education, skill development, health and nutrition and livelihoods. We have undertaken research, consolidated and disseminated learnings, extended implementation, strategy, and policy support to Central and State governments. We have also mobilised corporates and other philanthropies to participate in sustainable social development. Some of our significant interventions include:

### DELIVERING PROMISES OF CHANGE

We design innovative solutions that increase communities' access to development opportunities and strengthen their capacity to improve the quality of their lives.

#### Motivating pregnant and lactating mothers towards improved nutrition

Supported by Vodafone Foundation, we worked with the Indian Institute of Technology (IIT), Bombay to improve nutrition levels in pregnant and lactating mothers and newborn children (0-2 years) by promoting positive behavioural change. The project benefitted approximately 1,000 families and 2,000 malnourished children in two rural-tribal blocks of Khairagarh



and Chhuriya in Chhattisgarh. A rural nutrition monitoring app, 'Mor Baat' was developed for periodic nutritional and health assessments. The use of the app mitigated geographic barriers to ensure the inclusion of women in remote areas. The project undertook the capacity building of women from local communities as outreach agents, leveraged existing institutional mechanisms like Anganwadis (AWWs), developed Behaviour Change Communication materials (BCC) in a participatory manner.

## *Knowledge Hub for E-Learning (KHEL) - Improving learning levels of primary school children in government schools of Madhya Pradesh*

We collaborated with IDC, School of Design, Indian Institute of Technology, Bombay to improve the quality of learning among school children. Teachers across 800 government primary schools used digital educational modules with gamified, story-based content with about 72,000 students from Standards I - III.



Most of these students were from rural areas, many first-generation learners, handicapped by poverty and irregular attendance. The modules supplemented the teaching-learning process for Hindi and English in primary schools in Madhya Pradesh.

### **Jigyasa - Leveraging digital design technology for education**

Jigyasa, an educational project in partnership with Vodafone Foundation, is building the capacities of teachers and teacher-educators to strengthen their digital competency and enrich the learning process.

The project has led to 16,510 teachers using digital teaching learning material for self-learning; ensured 13,456 teachers are using any digital teaching material and 1,248

teachers who have created any teaching learning material. It has trained about 17,560 teachers across 2,266 elementary schools in five Hindi-speaking states: Madhya Pradesh, Chhattisgarh, Rajasthan, Uttar Pradesh and Uttarakhand.



## COVID-19 - Game for creating awareness and demystifying common myths

In collaboration with UNDP, we created a digital game for raising awareness and demystifying the common myths surrounding COVID-19. The behaviour change game recorded an outreach of 18,938 beneficiaries and is available in seven Indian languages (Hindi, Malayalam, Gujarati, Marathi, Tamil, Telegu, and Bangla) and five International languages (English, French, Portuguese, Arabic, and Tetum).

It has reached out to populations across all age groups. UNDP's International Office has adopted the Game in Cape Verde, Timor Leste, Morocco, and Lebanon.



## Suposhit Jharkhand – Closing the gap in nutrition

This project, supported by the Children's Investment Fund Foundation (CIFF), aims to improve nutritional outcomes in Jharkhand using a top-down and bottom-up accountability approach. Its objective is to strengthen nutrition governance using social accountability mechanisms to deliver services for the most marginalised.



The three-year investment (2020-2023) will benefit 0.5 million tribal women and children in five districts of the state. Our interventions will drive up the quality and quantity of public spending of two flagship government programs, Pradhan Mantri Matru Vandana Yojana (PMMVY) and Supplementary Nutrition Programme (SNP), addressing maternal and child nutrition.

## KNOWLEDGE GENERATION AND DISSEMINATION

Over the years, we have built a knowledge repository through the following activities:

### Gender audit on women at the workplace

We studied and captured the opportunities and challenges of women at work in the organised sector through a Gender Audit Report. The Comptroller and Auditor General of India (CAG) released the report in the workshop on “Women at Work: Instituting Gender Audits Workplace” on International Women’s Day on March 8, 2019. Ex-Secretary, Ministry of Skill Development and Entrepreneurship, Government of India; Ex-Secretary, Department of Commerce, Government of India; and Additional Secretary, Ministry of Home Affairs, Government of India participated in the workshop. The Gender Audit Report sought to:



- » Evaluate and benchmark the extent to which organisations ensure gender equality in policies and practices.
- » Examine workplace safeguards from sexual harassment and compliance with the Prevention of Sexual Harassment (POSH) policy requirements.
- » Facilitate Gender Audit results for analysis, review, and reform by organisations and initiate action where needed.

### Research insights on climate change and sustainable development

We developed research insights on climate change and sustainable development emerging from our work and that of our knowledge partner Indian Institute of Technology, Bombay. These were shared in a national conference on ‘Global Risks, Sustainability, and Inclusive Growth: India’s Policy Responses’.

The conference was organised in collaboration with the Shri Ram College of Commerce and inaugurated by the Minister of State (Independent Charge), Housing and Urban Affairs, and Chief Economic Adviser, Government of India.



## Colloquium on “Gender Issues in Urban Transformation: Focus on the Adolescent Girl and Urbanisation”

We initiated a Gender Colloquium in collaboration with the Centre for Urban Science and Engineering (C-USE), Indian Institute of Technology, Bombay during its Diamond Jubilee celebrations to share emerging research insights from the work of eminent gender researchers, both in the national and global contexts. We examined issues of adolescent girls in increasing urbanisation as that agitates settled concepts and practices and can create more development opportunities.

We also aim to leverage the vast body of work undertaken by IPE Global Limited in these fields to co-create sustainable solutions.





## OUR CURRENT PARTNERS



Vodafone India Foundation



सत्यमेव जयते  
राजस्थान सरकार  
Government of Rajasthan



उत्तराखण्ड शासन



CIFF CHILDREN'S  
INVESTMENT FUND  
FOUNDATION



## Partners of IPE Global Centre for Knowledge and Development

1. NITI Aayog, Women Entrepreneurship Platform (WEP)
2. Vodafone Foundation
3. Indian Institute of Technology, Mumbai
4. UNDP India
5. Children's Investment Fund Foundation
6. IndusInd Bank
7. Morpho Foundation



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