

# PARTNERS IN CHANGE

ANNUAL REPORT  
2020-21



*"As I did not have a source of income during the Covid-19 lockdown, I had to sell off a goat to pay off the loans"*

**- Community Voices\***

# ABOUT PARTNERS IN CHANGE

Partners in Change, a Society registered in 1995 under the Societies Act (1860) to promote responsible business in India, aims to build partnerships with businesses, communities and governments to co-construct policies, practices and narratives that advance responsible financing, sustainable production and consumption and decent work.

## **OUR VISION**

We envision a world where improving the quality of life of disadvantaged people, communities and the environment is recognized and practiced as an essential part of doing business.

## **OUR MISSION**

We partner with business communities and those impacted by business to enable responsible business practices and to remove the obstacles that limit sustainability and inclusive growth in the society.

## **OUR VALUES**

We have condensed our organizational drivers into four key elements: ethics, empathy, entrepreneurship and excellence

**ETHICS:** We will continue to maintain and promote high standards of ethical behaviour in our interactions with all our stakeholders, internal and external

**EMPATHY:** We will always promote empathic participation of all our stakeholders in equitable and sustainable development, be it business, government or civil society

**ENTREPRENEURSHIP:** We will strive to help partners in developing innovative solutions for implementing responsible business practices

**EXCELLENCE:** We will promote an organizational culture that internalizes excellence through continuous learning and knowledge sharing.

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# MESSAGE FROM THE DIRECTOR

**Pradeep Narayanan**

Last year we saw how a microorganism changed the world and the way it functioned. On one hand, it brought humanity together as care, support and solidarity broke the physical boundaries of countries, on the other, physical distancing made people pull away from each other, and isolation of affected communities and restriction of population movement becoming a norm. What had started as a health crisis soon multiplied to have a devastating impact on poverty levels and inequality.

While the country focused on reducing infections and fatalities, the resultant lockdowns and restrictions to arrest the spread had unparalleled negative economic consequences, impacting those already living on the margins. In March 2020, post the announcement of the lockdown we witnessed the mass exodus of workers, traveling hundreds of kilometres to reach their home, fuelled by uncertainty about the future. In November 2020, eight months after the lockdown began and five months after the phased reopening, there were still 13.5 million fewer people - 6.8 million men, 6.7 million women - in the labour force compared to November 2019. In percentage terms, the labour force had shrunk by 13% for women but just 2% for men.

The pandemic was a testing time for everyone. However, with collective efforts, we continued to strive towards our goals, and were able to fulfil our responsibility towards the community. With work from home becoming a norm, the PiC team had before itself the daunting task of addressing immediate concerns of communities, while holding themselves together, physically and mentally, during a time when all hope was lost. We, like other

organisations, had taken upon ourselves the responsibility of supporting those at the margins. While it was a first for us, we were able to discharge this responsibility effectively, and we are thankful to the 80-odd partners who actually enabled this process. PiC, in collaboration with a number of field-based partner organisations provided direct relief to more than 36,000 people in 14 districts across 7 states. Additionally PiC linked 150 migrant workers/families directly with donors and supported organisations set up by the Delhi government with collating more than 150 appeals and organising food distribution for 1,000 migrant workers. We also supported more than 3,000 people in accessing government schemes and entitlements during the year.

While pandemic-related activities continued to be in focus, PiC also worked towards ensuring that the business and human rights agenda was not sidelined. It made concerted efforts through webinars, workshops and other engagements to bring out the impact of the pandemic. The National Human Rights Commission was a key agency for engagement by PiC on the business and human rights agenda. Through its study on company-based grievance redressal mechanisms, PiC was able to bring forth the issue of accessibility, transparency, and the effectiveness of grievance redressal mechanisms in businesses across different sectors. Notably, PiC was also invited to be a member of the Core Committee on Business, Environment and Human Rights of the NHRC. One key step taken by NHRC that is worth applauding is the advisory on safeguarding the rights of informal workers during the pandemic. Such initiatives should be recognised and supported to ensure protection of human rights.

It has been more than one and a half years since the World Health Organization declared Covid-19 a pandemic. Hundreds of millions of people have lived through lockdowns. Many have made the abrupt shift to working from home; millions have lost jobs. The future looks uncertain. However, in this period of challenges, we have also witnessed increasing solidarity, partnerships, engagement, and resilience among people across countries, raising hopes for a sustainable future.

In 2020, Jyotsna Bhatnagar was appointed as the president of the Governing Body of PiC after the demise of our dear colleague Javid Chowdhury, who was associated with us since 2013 and served as the President since 2017.



# COVID-19 RESPONSE



Partners in Change worked in collaboration with a number of organisations to respond to the challenges in light of the COVID-19 pandemic at the community, as well as, policy levels. Due to the lockdown and the inability to work on the ground directly, PiC was supported by more than 80 local volunteers through network organisations, partners, and fellows in carrying out relief work.



## PROVIDING DIRECT RELIEF TO MARGINAISED GROUPS

To meet the need of the hour, PiC collaborated with multiple organisations to provide direct relief packages to **7,300 families**, corresponding to **36,500 individuals**. Relief was distributed in the form of dry ration kits comprising rice, wheat, pulses, masala, tea, sugar, toiletries and sanitary napkins sufficient for a five-member family for over a month. Through this initiative, PIC reached out to marginalised groups such as Denotified and Nomadic Tribes, Adivasis, Urban Poor, Garment Workers, Daily Wage Labourers and Migrant Labourers in **14 districts across 7 states**.

In areas in and around **Delhi**, provisions for dry ration were made not for the families of informal workers in immediate need but also for the ones migrating back. Relief efforts were decentralised and relief was distributed in 8 batches, reaching out to more than **6,000 people from 1,565 families**. With every subsequent week there was a change in the situation as many workers were returning back to their villages and this meant that they required smaller kits. PiC also connected some of the groups to other agencies that were providing relief.

In **Jaipur**, relief work was undertaken in two phases. PiC identified vulnerable families with the support of local partners and special focus was given to identify the families with physically or mentally challenged members and single women households. Food packets consisting of dry ration along with hygiene and sanitation materials were distributed to **2,906 people from 624 families**, including 25 families with physically or mentally challenged persons in the first phase, and 3,326 persons from 689 families in the second phase.

In **Purulia** too, the relief work took place in two phases. **1,100 and 821 families** were supported in the first and second phase respectively. A



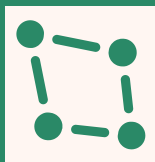
partner organisation provided support in opening temporary quarantine centres in four villages, which were able to accommodate 113 migrant workers over the period of two months. They also supported in providing food to 10 migrant workers who were forced to stay in a forest for 14 days, as they migrated all the way from Ranchi in Jharkhand to Popo village in West Bengal on foot.

In **Chennai**, dry ration and sanitation products were distributed among **50 transgenders**. Apart from that, major relief distribution was also carried out through the Vaanavil team in Dindigul, where the focus was on women-headed families, and families with differently-abled members, chronic health issues, lack of safety net, landless and those living in rented houses. Relief work was carried out in three phases, supporting approximately **4,585 people**. Additionally, **75 SHG** members along with their families were also provided with dry ration.

During the pandemic, we also saw the closure of schools resulting in an increasing gap in access to education between the rich and the poor. As education moved online, it became difficult for many more children to access it. To bridge this gap, PiC started mentoring-cum-**tuition centres for children** across various locations. Each centre had one teacher and opened for three hours a day. The purpose of these centres was to create an education-friendly environment at the residential places of children so that they do not lose connection with education completely, and are not dragged into the cycle of labour. During the period, four such centres were opened in Jaipur, accommodating around 80 children; 10 centres were opened in Purulia, accommodating 287 children; and 20 centres were opened in Dindigul consisting of 649 children.

In another initiative, PiC, in collaboration with other partners, also linked **370 families/groups** of migrant labourers with donors who directly transferred money to them in their accounts, to be used for meeting ration and healthcare-related needs. This initiative benefitted around **2,000 individuals**.





## CREATING INSTITUTIONAL LINKAGES

PiC supported a partner organisation in the collation of demands and appeals for food and ration, which were being received at the helplines set up by the Government of Delhi for the South district. In total, 398 appeals were received, comprising around 22,000 migrant workers or their family members. Of this, 320 appeals were either directly fulfilled or linked with various other agencies including government departments.



## LINKING WORKERS WITH ENTITLEMENTS

PiC worked towards building capacities of people to collect data, which was used to aid the government's efforts of supporting the marginalised communities during the pandemic. Approximately 7000 community members across 75 districts in 16 states were made aware of government schemes and programmes, and more than **3000 members** were linked to entitlements directly.



## FACILITATING EXCLUDED AND AFFECTED PEOPLE TO VOICE THEIR CHALLENGES

PiC actively supported partner organisations in hosting a webinar series, called the Voices From Margins Webinar Series, that brought the most excluded and vulnerable people to the discussion table to listen to the impact of COVID-19 on their lives and learn from their experiences of coping with the crisis. Overall, 39 editions of the Voices From Margins: COVID-19 Pandemic Webinar Series were held. To listen to these voices, visit [www.covid19voices.wordpress.com](http://www.covid19voices.wordpress.com)

# PROGRAMMES



The pandemic was a testing time for everyone. However, with collective efforts PiC continued to strive towards its goals, and was able to engage with a wide range of stakeholders. Technology was both an enabler, as well as a barrier, in driving these. While it accelerated the uptake of digital solutions, tools, interactions and engagements, speeding up the global transition towards a digital society, it also exposed the wide chasm between the connected and the unconnected.

The virtual platform helped us expand the horizon of our work and we were able to create some safe spaces for discussions on online platforms. The Voices of the Margin Series was able to bring forth and platform the concerns of those who were impacted the most. Online consultations, interactions and workshops continued to be an important channel for communicating with stakeholder far and wide. PiC, for the first time, got involved with providing relief to the marginalised communities. Continuing our engagement with children, we are also focusing on ensuring access to basic learnings through Community Learning Centers in some of our locations. Pursuing our core belief on the incorporation of human rights into business practices, a major piece of our work also centered around providing cases of human rights violations across various sectors to the National Human Rights Commission, and capacitating children, youth and workers on the same.

All the work Pic undertakes continues to be in alignment with the SDGs, striving to leave no one behind, whether in the relief work or in our engagements, with various stakeholders such as the government, institutions or businesses.



# Taking Business and Human Rights to Communities



## EMPOWERING COMMUNITIES ON EDUCATION

In an effort to promote education for children in Jaipur, PiC has been working with communities across various locations. In the first phase of the project, 4 community learning centres have been formed in four wards, where children are being provided with supplementary education. The four centres have played a key role, especially during the pandemic, in bridging the educational gap that children are currently facing. As most schools are shut, children have been completely disconnected from any kind of education. Around 80 children have been enrolled in these centres so far. As education moved online, many more children were unable to access online classes being run by schools. To mediate this problem, the teachers at the tuition centres used their mobile phones to help the children who did not have mobile phones at home access online education.

## Engagement with communities

Eight community groups were formed in these locations, 4 each for women and youth. These groups helped community members identify local issues prevalent in the area and addressing them with the help of local leaders and stakeholders. Community mobilisation cum enrollment campaigns were also organised during the year. In order to carry out these campaigns creatively, a rikshaw was hired, in which 2-3 volunteers went gali-gali (street to street), spreading awareness about education and also collecting suggestions on how enrollment can be carried out during the pandemic. Around 60 children have been enrolled in schools so far.

During the pandemic, apart from relief distribution, a campaign on Covid appropriate behaviours was also carried out across various locations.





## USING NATURAL FARMING TO EMPOWER MARGINALISED COMMUNITIES

One of the key projects that the organisation is focusing on is the use of sustainable agriculture to empower marginalised communities. Since 2015, Faisal and Shabana Foundation has been running the 'Krishnagiri Development Project' in Krishnagiri district in Tamil Nadu. The project seeks to contribute towards the socio-economic inclusion of marginalised communities by empowering micro-level institutions like Self Help Groups (SHGs), youth and farmers' clubs by actively working with them. It focuses on evolving deeper insights into the problems faced by these groups. Facilitating farmers' collectives, strengthening natural farming and linking farmers to various government schemes are at the centre of the project. The

programme seeks to contribute towards the socio-economic inclusion of marginalised communities.

### **Engagement with farmers**

The team has had periodic conversations with farmers and villagers to understand the impact of Covid-19 and the lockdown. During the year, the team facilitated a rapid study with farmers telephonically to understand their access to government schemes during the pandemic. As a step towards increasing their knowledge of organic pesticides, the team developed pamphlets on the preparation and use of Dhasapoorani, Ganajeevamridham, Beejamridham, Jeevamridham kashayams.

The project activities took a limited scope due to the Covid-19 pandemic, but the team was able to carry out field visits to the project villages and interact with the project beneficiaries. Farmers' Interest Group (FIG) and Farmers' Producer Groups (FPG) members were strengthened through the demonstration of farm equipment machinery. In the natural farming process, along with the existing 10 model farmers, additional 19 new farmers were motivated and involved in System of Rice Intensification (SRI) practices. Out of 21 farmers, 18 farmers started utilising multi-cropping techniques.

### **Engagement with women's development**

Under Women's Development, a new batch of nine members was trained and enrolled into the tailoring centre in Ennegollu village. These women, with the support of the programme team, were linked to the Social Welfare Department Officer of Veppanapalli and submitted applications for availing of free sewing machine under Sathiyavani Muthu Ammaiyar Ninaivu Free Supply of Sewing Machine Scheme. Due to a high demand for masks, the team was trained on stitching masks and four new models were developed.





## Adolescent / youth engagement

Concerning youth development, the project team identified and collected the details of students passed out of high and higher secondary school to offer career guidance on school education and higher education details. The awareness of youth group boys at Indira Colony Street, Ennegolpudhur village was built on skills and self-employment by the Krishi Vigyan Kendra (KVK) officials and as a follow up to the meeting, the project identified 20 Male Youth Group Members and submitted an application to KVK for a one-week training on coconut tree climbing with machinery, and pest and disease management. Subsequently, online chess classes were organised by the team to increase the skill level of children.

The farmers involved in the project were also linked to various departments such as Horticulture, Agriculture and Animal Husbandry to avail of benefits of various government schemes. Through this initiative, Paddy harvesting machines worth Rs 1,55,000 were distributed to FPG members in Ennegolpudur village.



## PROVIDING LIVELIHOOD OPPORTUNITIES THROUGH FARMING AND SKILL BUILDING



Sabars are one of the principal Munda speaking tribes widely spread over hill regions of Orissa, Madhya Pradesh, Andhra Pradesh, Bihar, Jharkhand and West Bengal. They are traditionally hunter-gatherer tribes communities inhabiting rugged hilly regions. PiC has been working with the Sabar community in Purulia to capacitate them through education programmes for children, including community learning centers, enrolment drives, etc, and enabling community artisans to access government schemes like artisan cards.

### Engagement on education

Community Learning Centers (CLCs) were opened in 10 locations in which 287 children have been enrolled. The prime objective of the CLC is to create an education-friendly environment at the residential places of children so that they can learn the basics of language and mathematics. Due to the pandemic and resultant lockdown, the CLCs remained closed till October 2020. Upon reopening, each CLC had one teacher, and it opened for three hours daily.

A school enrollment drive was conducted for Sabar children by the CLC teachers. A list of children was prepared by the teachers by undertaking family visits. During 2020-2021, the enrolment drive was undertaken at 12 locations. 303 students from twelve hamlets were enrolled in schools. Among these, 130 were boys and 173 were girls.







### Promoting farming for sustenance

The Kitchen Garden Project was implemented in 65 tribal hamlets with 738 sabar families. Sabars are a pre-agriculturalist society. Most of them are engaged in daily wage labour activities. Through this project, they acquired new skills of vegetable farming, including nursery management, composting, transplant, integrated pest management, etc.



### Promoting traditional methods and crafts

In another initiative to provide livelihood opportunities to the community, bamboo was provided to 400 families to support them in making brooms out of it.

A handicraft association has also been set-up to facilitate direct market linkages and assist the artisans who are unable to sell products, by providing them a platform to sell their products. TANDA (Towards Advocacy, Networking and Developmental Action) had initially provided training to existing artisans regarding their traditional skill of handicraft. To support Sabar artisans, especially when there was a dearth of customers, the Sabar Handicraft Association purchased handicrafts worth Rs 43,212 directly from the artisans.



## **STRENGTHENING COMMUNITIES ON CHILD PROTECTION**

The young workers project has been implemented in 20 villages in Sanarpatti Block, Dindigul District. The strategic activities include working with adolescent boys and girls in the villages, vulnerable communities, women working in mills and migrant workers. In order to strengthen the community-based processes, a federated committee was constituted at the block level consisting of community members, mill workers, volunteers and the frontline staff. This committee was responsible for the overall process of the relief efforts in the villages at the block level. A village-level committee was formed for the selection of beneficiaries and distribution of relief material with support from the block-level team. The village-level team included community volunteers, 2 members from Community Support Group, CSG, 1 member from the SC/ST area, 1 member from Adolescent Girls Group and Adolescent Boys Group.

During the year rapid studies were facilitated in the working locations to understand the issues being faced by communities during the pandemic. Subsequently, online chess classes were organised by the team to increase the skill level of children. One of the partner organisations also identified and supported 89 adolescents (80 students girls, 9 boys) to continue their education. Medical health camps were also organized for adolescent girls, as they have less access to health services at workplaces.

Orientation on child protection and labour legislations such as the Child Labour (Prohibition and Regulation) Act, 1986, etc for the staff and facilitators were also facilitated. These orientations saw the participation of various stakeholders from government bodies such as labour department, DCPU and DLSA.

In another initiative that aims at developing micro-enterprises, 40 members were supported with Rs.5000/- each to engage in businesses such as poultry, tailoring, petty shops and flour sales. Through skill training, linkages were created with different skill-building centres and 4 members were supported to do a Tailoring course at the Canara Bank Rural Self Employment Training Institute – Dindigul. The team also launched a short film to raise awareness on Human Rights Day on Child Trafficking along with Dindigul Police Department, Child Voice and Peace Trust.





## **FACILITATING PEER-TO-PEER LEARNING ON LABOUR CODES**

PiC facilitated a capacity-building programme for 11 informal sector workers from Ahmedabad, Surat and Dindugal on business and human rights. Through curated sessions, the workers were made aware of the labour codes. The sessions also facilitated peer-to-peer awareness building about the status of workers across the country. The group, comprising of home-based and mill-based workers, shared their varied experiences and lived realities during the sessions.

## **CAPACITATING WORKERS ON LABOUR CODES**

PiC is the Secretariat of a workers' think tank called the Gethu Group. It is an informal group consisting of workers from farming and stitching processes. PiC has been engaging with these workers and learning from them about the skills, techniques and science of making school uniforms. The group meets on a regular basis to discuss the issues faced by workers. In the past year, meetings were held virtually to understand the status of workers amidst the pandemic.



## UNDERSTANDING HERITAGE AT THE MARGINS

PiC was a part of the ENGAGE Network India Hub. The ENGAGE network seeks to develop transformative equitable partnerships and use heritage to build sustainable peace. The India hub partners developed four case studies based on robust literature review and in-depth telephonic interactions with performers, heritage practitioners, community members, community leaders and thematic experts.

PiC submitted a case study that delved deeper into how commercialisation of cultural heritage does not necessarily lead to uplift of the heritage community - a heritage or tradition gets famous (e.g. Kalbelia's dance, Jadugar, Behrupiyas), yet the community, especially when it belongs to the margins, remains marginalised and stigmatised.

The ENGAGE India hub also conducted a two-day workshop titled "Heritage at the Margins: Addressing Challenges and Opportunities of Working with Heritage Communities", bringing together a geographically wide range of practitioners to talk about their experiences of working with heritage communities and how this can contribute to building sustainable peace.



# Promoting Responsible Consumption and Financing



## **SUPPORTING THE NHRC WITH INFORMATION ON MARGINALISED WORKERS AND COMMUNITIES**

Knowledge sharing and dissemination about issues of Business' abuse of Human Rights is a critical step towards initiating discussions around the need for a more community and worker-centered approach towards addressing these violations. As a part of the process, comprehensive secondary research was conducted on 5 publicly available company cases in the domain of accountability, labour rights, gender welfare, employees' well-being and consumer value, to understand the response systems companies have for grievance redressal mechanisms vis-à-vis human rights violations. For the study, case studies of 5 different companies from different domains such as FMCG, hydropower, investment, tobacco, and extractive industry were analysed. The cases and violations, therein, were studied from the lens of how the companies addressed and disclosed the issue in the public domain and the same was presented at a meeting with NHRC. The project aimed at developing case studies with research-based evidence, that can be used by the state, non-state actors and corporates for mobilising efforts to institutionalise systems that address issues faced within and outside the workspace by the companies.

## **PROMOTING RESPONSIBLE CONSUMPTION AMONG YOUTH**

With a broader picture of enabling children and youth into responsible consumption, PiC engaged with students from both colleges and schools on the issue. Three webinars from the lens of child rights were organised on various issues ranging from responsible consumption of processed foods, tobacco and gaming, to child labour, digital divide in accessing education,

and the Covid lockdown and its implications on health, safety and learning of youth.

Work has also been initiated on developing reporting frameworks for businesses across different sectors, capacitating workers on policies and legislations, and engaging with key stakeholders on social indicators for public procurement through committee and advisory group meetings.

### **COMBATING ADDICTION AMONG CHILDREN**

Aligning with the study done for the NHRC, PiC facilitated a research to understand how companies in the addictive sector use CSR as a means to influence public narratives about them and their activities, and how a network of organisations and institutions help them facilitate this change. The research conducted was disseminated with key stakeholders including the Ministry of Health and Family Welfare, and the Ministry of Corporate Affairs, Government of India.

### **PROMOTING RESPONSIBLE FINANCING**

The Covid pandemic has once again shed light on the need for businesses to function responsibly. With adverse steps such as layoffs taken by companies, many workers, especially migrant labourers and informal workers were left stranded. It is not difficult to conclude that the role of financial institutions in making other businesses function more responsibly is more important than ever.

Financial institutions as custodians of a large sum of the public's money have considerable wider impacts not just to the good of the economy, but also to the prosperity of the society that the economy is intended to serve, and to the environment on which we all depend. To improve this situation and make the financial institutions more transparent and accountable, PiC has been working towards understanding the overall picture of where the financial institutions in India stand with respect to having responsible policies while lending to companies. In the past year, PiC undertook the second round of policy assessments of a sample of eight Indian banks (public and private), for 10 themes across Environment, Social and Governance (ESG) which were drawn from existing international standards and frameworks and are well-aligned with India's National Voluntary Guidelines on Responsible Finance as well as National Guidelines on Responsible Business Conduct.

1. Environment - Nature and Climate Change;
2. Social - Labour Rights, Human Rights, Gender Equality, Financial Inclusion, and Arms;
3. Governance - Transparency and Accountability, Corruption and Tax.

## **SUPPORTING INDIA'S NATIONAL ACTION PLAN ON BUSINESS AND HUMAN RIGHTS**

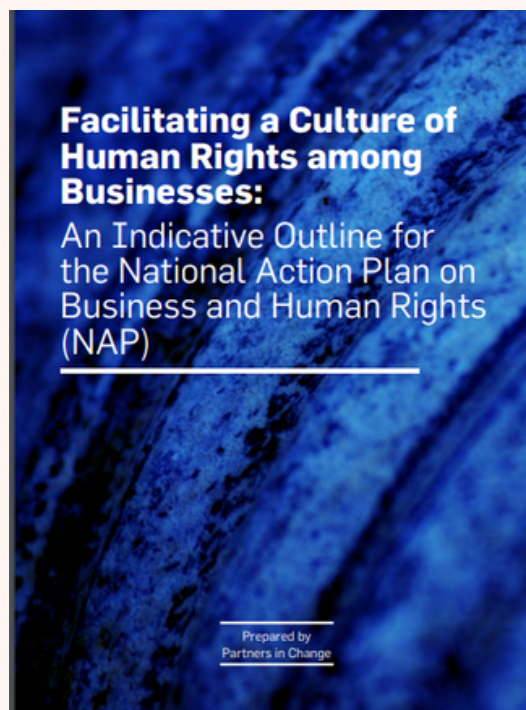
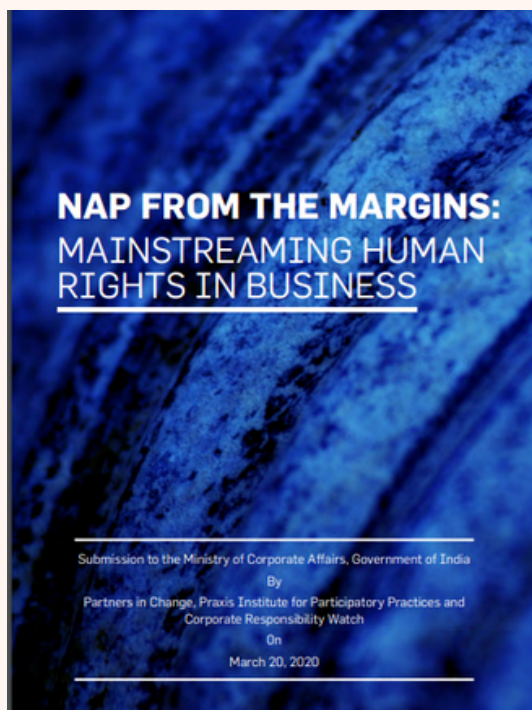
Promotion of Human Rights into business practices lies at the core of all initiatives that PiC is working and conceiving. In February 2019, the Ministry of Corporate Affairs (MCA) launched the Zero Draft of National Action Plan on Business and Human Rights (NAP), demonstrating its commitment towards integrating human rights in business practices. The MCA invited public comments around the zero draft to ensure the plan well captures the uniqueness of India's situation and the challenges facing it. Taking cognizance of this distinctive opportunity, PiC and its partners worked towards incorporating the voices of the marginalised communities into the NAP.

Over a period of two years from 2019-21, PiC organised 21 consultations across 11 cities, which saw the participation of more than 600 participants from more than 250 organisations. These deliberations, which were conducted over a period of two years, saw the presence of Civil Society Organisations (CSOs), businesses, petty contractors, workers and government functionaries, in addition to more than 50 independent researchers, experts and lawyers. Apart from these, several workshops with college students were also organised.

Based on these, PiC came up with two publications. The first, titled "NAP from the Margins: Mainstreaming Human Rights in Business" collates views from all the consultations and is a revised draft of the formal submission made to the Government of India. The second report, titled "Facilitating a Culture of Human Rights among Businesses: An indicative Outline for the Nation Action Plan on Business and Human Rights" attempts to dive into what the actual NAP should entail and the possible mechanisms to do the same. It is an output of the study that PiC had done for the NHRC to understand the issues of accessibility, transparency, and the effectiveness of grievance redressal mechanisms in businesses across different sectors.



All projects PiC undertook have been directed towards showing support to the NHRC's efforts of promoting the business and human rights agenda. PiC was also invited to be a member of the Core Committee on Business, Environment and Human Rights of the NHRC.



# TEAM PIC

**Anil** is trained in the field of Social Anthropology and has more than two decades of experience in the development sector. Over the period, he has engaged with a range of social sector organisations and has developed a keen interest in the domains of participatory research, education and child protection. He is the field Team Coordinator for the Jaipur project.

**Anil Kumar** has experience of 6 years working on issues of child rights and education. He runs an e-mitra centre and is supporting PiC in Jaipur to help communities access different government schemes and entitlements as an outreach worker.

**Athena** has an academic background in Economics and Development Management. She has had previous experiences in areas of education, solid waste management, participatory research, public policy and renewable energy. She joined PiC in October 2020 and has been involved in projects related to corporate social responsibility and business ethics. She is a Development Trainee.

**Dhana Lakshmi** has 10 years of teaching experience prior to the 3 years of experience of working with mill workers. She is currently the field coordinator for 7 Villages as a part of team Vaanavil: Kurumbapatti, Nochiodaipatti, Sanarpatti, Thavasimadai, Kosavapatti, Velampatti and Viralipatti.

**Ekta** has been with PiC since September 2017. Her area of research includes corporate disclosures, including for the India Responsible Business Index and the Status of Corporate Responsibility in India Report. She also supports the communications unit of Partners in Change. She is currently undertaking research and programmatic work on responsible banking and finance. She is a Programme Assistant at PiC.

**Geethanjali** has an academic background in Development Management. She has been involved in many projects focused on informal workers, health and decent work. Her key competencies are documentation and training, and she has been involved in communications on multiple

mediums such as digital story-telling and preparing Information Education Communication (IEC) materials. She is a Programme Assistant and also supports the communication unit of PiC.

**Gomathi** has 3 years of prior working experience with mill workers. She is currently the field coordinator for 7 villages as a part of team Vaanavil: Ayyapatti, Avilipatti, Ellapatti, Kaverchettipatti, Konapatti, Pethampatti and Sedipatti.

**Jhumki** has been working with PiC since 2016. She brings to the organisation her skills in engaging with businesses and government entities for responsible business practices and advocating for public disclosure. An able communicator, she is at ease working with communities at the grassroots level as well as in presenting their issues at different fora. She is a Project Manager.

**Mahalakshmi** supports the team at Krishnagiri in their day-to-day activities by looking after logistics and catering. She is an office assistant.

**Manoj** looks after the day-to-day activities of the office including logistics. His key interest area is in issues of disaster management, especially in the context of hill communities. He is an office assistant.

**Michael** with 8 years of experience in finance joined Vaanavil in 2019. She maintains all office administration documents and provides financial support regarding project implementation. She is an Admin Accounts cum MIS Officer

**Mukesh** has an experience of 12 years of working in the development sector. His interest includes working for child rights and education. At present, he is working on child rights and gender equality with PiC as an outreach worker.

**Mayank**, an Alumni of Tata Institute of Social Sciences has been working on issues of Nomadic and Denotified Tribes for over a decade. He has played an instrumental role in conceptualizing and rolling out the Nomad Film Festival. He has also directed a short documentary titled "Phool Pardhi" which focuses on the struggles of the Pardhi community in Mumbai, Maharashtra. He is working as a consultant with PiC.



**Narottam** joined PiC in 2019. He has an experience of more than 10 years in the development sector. His key roles include financial management, budget monitoring and MIS development. He also periodically reviews accounting guidelines, policies, and procedures, and suggests amendments as necessary for improving accuracy, risk control, and timely reporting. He is a Senior Finance Officer.

**Pradeep** has been leading Partners in Change since June 2014. He has been guiding PiC to continue to be an organization that works on integrating human rights in business operations – especially the supply chain. As principal investigator for the India Business Responsibility Index, he supports the organisation's research into public disclosures on responsible business. He is the Director at PiC.

**Pragya**, a lawyer by training, has been working with Partners in Change since 2017. She has contributed to projects related to the pharmaceutical sector; gender and decent work; and corporate responsibility. She is currently looking at safe migration among Sabar communities and issues of labour rights and practices. She is a Programme Assistant.

**Rajalakshmi** has 2 years of experience as a Marketing Executive and 3 years of working experience with mill workers. She is currently the field coordinator for 6 villages under Vaanavil: Villages: Kallupatti, Kulakaranpatti, Pannaipatti, Pugalaipatti, Rajakapatti and Siluvathur.

**Rani** has experience in community mobilization and project implementation and has been working with the team since 2018. Currently, she is in charge of 4 villages as a part of the Vaanavil team: Ennegollpudhur, Ennegollu, Vinayagapuram and Kakkanpuram.

**Sarita** has been working on issues of child rights and education for 10 years. She is supporting PiC in Rajasthan to help communities access different government schemes and entitlements as an outreach worker.

**Shanmugapriya** supports the Krishnagiri team with documenting and maintenance of office administration documents and financial support with project implementation. She is an Admin Accounts cum MIS Assistant.

**Shanthi** is the tailoring teacher since 2018 and she is involved in

implementing the Women Empowerment Initiative by teaching tailoring courses to women in Krishnagiri. She also supports them in stitching bags and their marketing.

**Sibija** joined Vaanavil in 2019 with Social work as her background. She has experience of 4 years in Community Development Project planning, implementation, and monitoring through community-based organizations. She is the Project Manager at Vaanavil.

**Sivakumar** has been working as the Cluster Coordinator in Krishnagiri for the past four years. Currently, he is involved in community mobilization, project planning and implementation across various sectors as the programme lead,

**Sowmiya** holds a Master's degree in Development Management. She is competent in community engagement, participatory research, impact assessment, data analysis, documentation and training. She has contributed to projects related to gender and decent work, and issues of labour rights and practices and corporate responsibility. Her area of interest lies in Labour Empowerment and Digital Transformation. She is a Programme Assistant at PiC.

**Stanley** joined PiC in April 2017. He has organised consultations with government, civil society and businesses on labour practices and has facilitated research on the same during his 17-year work experience. He is currently supporting work related to sustainable agriculture and organic farming in Tamil Nadu along with engagements on labour rights, as the Programme Manager.

**Viraf** led PiC between 2002 and 2010, before rejoining the team as advisor. A social anthropologist by training, he has been at the forefront of Corporate Social Responsibility in India since 1988. He is instrumental in making different policy shifts, including that of National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business. He was earlier with Tata Group between 1986-2000, and has served on several International and National Committees, including the Bureau of Indian Standards, the Indian Institute of Corporate Affairs and the erstwhile Planning Commission. He is one of India's leading voices for a national business and human rights framework and engages regularly with PiC as an Advisor.

# GOVERNING BODY

NAME	PROFESSIONAL ENGAGEMENT	GENDER	POSITION
Jyotsna Bhatnagar	UN World Food, Private Sector Partnership Programme	Female	President
Nicole Menezes	Co-Founder and Director, Leher	Female	Secretary
Pradeep Narayanan	Director, PiC	Male	Director
Pramod John	Executive Director, Prakruthi	Male	Member
Ramanathan Thekke Variyam	Professor and Head, Department of Statistics, Savitribai Phule Pune University	Male	Member

Jyotsna was appointed as the president in 2020, after the demise of then-president Javid Chowdhury. None of the governing board members are related. The minutes of the meetings of the governing board have been documented and circulated. The governing board approves programmes, budgets, the annual activity report and audited financial statements. A board rotation policy exists and is being practiced. The governing board ensures the organisation's compliance with existing laws and regulations.



# GOVERNANCE

## **HUMAN RESOURCE POLICY**

PiC has a clear and well-structured Human Resource Policy, which informs team members about their rights and obligations. The HR policy documents current organisational practices and norms in a standardized format for a user-friendly reference. It contains the key policies, goals, benefits and expectations of PiC. The document is seen as evolving and dynamic and is open to additions and amendments according to the changing needs of the organisation and its staff. The HR policy also includes specific policies such as:

- a. Diversity Policy (Affirmative Action/Disabilities/HIV-AIDS)
- b. Anti-Sexual Harassment Policy
- c. Grievance Redressal System
- d. Whistleblower Policy

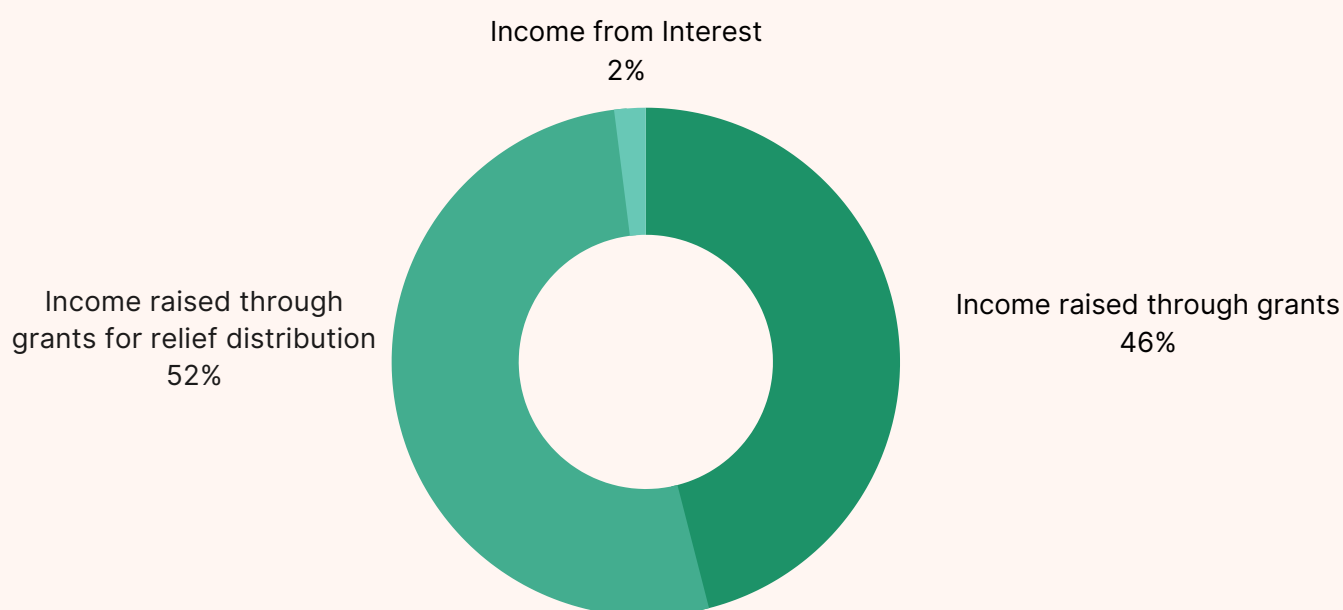
## **COMPLIANCE WITH SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSER) ACT 2013 – AN UPDATE**

No incidents of sexual harassment were reported in the financial year.

# FINANCIAL STATEMENT

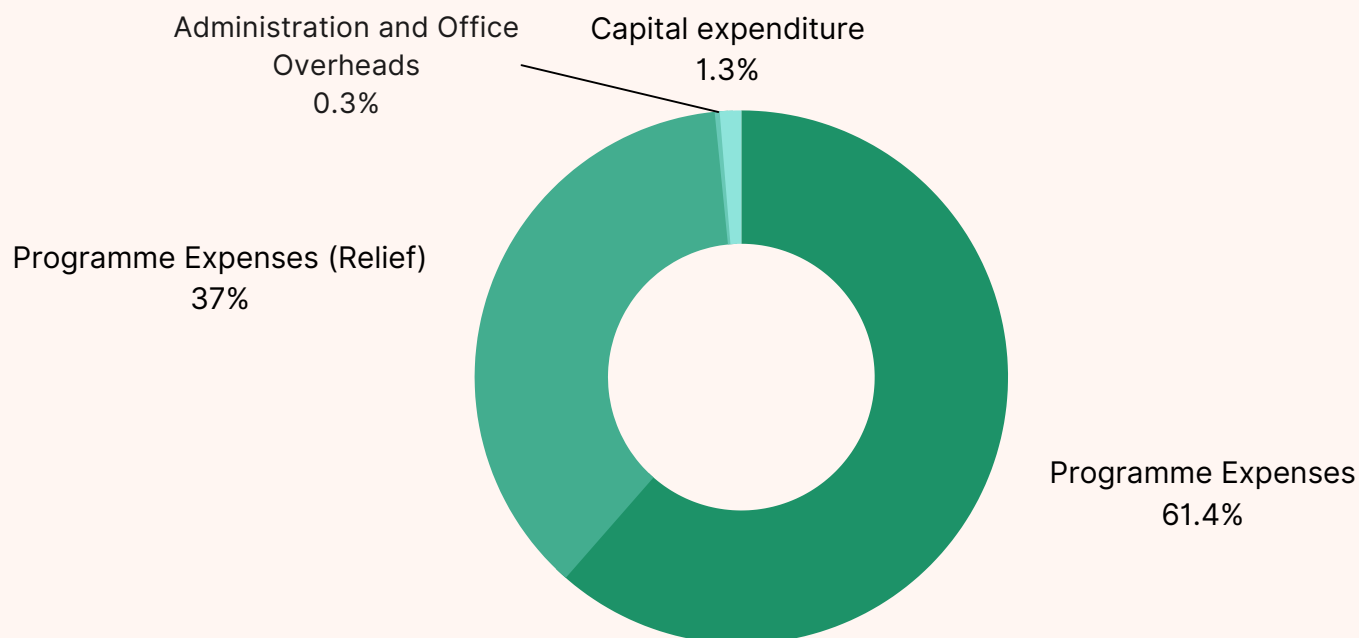
## Sources of funding (INR)

ACTIVITY	2020-21	%	2019-20	%
Income raised through grants	1,90,82,314	46%	3,60,19,696	97.1
Income raised through grants for relief distribution	2,15,62,102	52%	0	-
Income from Interest	9,24,657	2%	10,57,221	2.9
Other Income	0	-	323	-
<b>Grand Total</b>	<b>4,15,69,073</b>	<b>100%</b>	<b>3,70,77,240</b>	<b>100%</b>



## Distribution of Expenses (INR)

ACTIVITY	2020-21	%	2019-20	%
Programme Expenses	2,87,64,324	61.4	2,21,64,508	94.8
Programme Expenses (Relief)	1,71,52,689	37	-	-
Administration and Office overheads	1,76,077	0.3	6,75,937	2.9
Capital expenditure	6,51,196	1.3	5,44,864	2.3
<b>Grand Total</b>	<b>4,67,44,286</b>	<b>a</b>	<b>2,33,85,309</b>	<b>a</b>





# PARTNERS

Azim Premji Foundation  
Campaign for Tobacco Free Kids  
Child Voice  
Corporate Responsibility Watch  
Fair Finance India  
Fair Wear Foundation  
Faizal and Shabana Foundation  
Laudes Foundation  
LEDS  
National Alliance Group for De-notified and Nomadic Tribes  
National Human Rights Commission  
Nottingham Trent University  
Oxfam India  
Pardarshita  
Peace trust  
Praxis Institute for Participatory Practices  
Smiths Medical  
Stichting Noodfonds Basisvoorzieningen  
TANDA  
The Freedom Fund  
UBS Optimus Foundation

# *Remembering* **JAVID CHOWDHURY**



A retired civil servant, Javid was associated with PiC in 2013 and served as the President of the Governing Body since 2017. He passed away in 2020. In the span of his career, he had served as the Union Secretary in the Ministry of Food, Department of Revenue and the Ministry of Health & Family Welfare. His vast experience in several key sectors of public administration were very valuable in guiding PiC towards its vision of working together with the government, companies, civil society and communities towards incorporating human rights in every aspect of conducting business.



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