Partners in Change (PiC), a Society registered in 1995 under the Societies Act (1860) to promote responsible business in India. We collaborate with companies, business associations, government as well as national and international civil society organisations on a wide range of innovative programmes to promote human rights in business practices. PiC specialises in promoting rights-based partnerships by bringing stakeholders from government, business, NGOs and the community together in order to address pressing issues on business and human rights.

**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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Pradeep Narayanan

Much like 2021, 2022 was also a difficult time for everyone. COVID-19 returned in full force in the second wave, and many of us lost our near and dear ones. However, the second wave was even worse than the first wave, particularly for the marginalised communities. As jobs reduced and savings dried up, they were pushed further into debt traps to meet the bear minimum.

From education to health and livelihood, the past year took away a lot of opportunities from many of us. Even though the pandemic has been moving towards an endemic approach, many people have not been able to recover from the damage that has been caused. The winding down of the pandemic has exposed the disruptions caused, amplifying the existing inequalities and showing us how people have been disproportionately affected.

We, like other organisations, had taken upon ourselves the responsibility of supporting those at the margins. With collective efforts and engagements with multiple stakeholders including local administrations, district
administrations, state, businesses and national and international civil society organisations, we continued to strive towards our goals, and were able to fulfil our responsibility towards the communities.

With support from a range of partners, we were able to expand our emergency relief work to many communities, including tribal communities in Madhya Pradesh and workers in Tamil Nadu. Covid relief was a part of most of the implementational programmes that PiC undertook, which includes not only direct relief, but also trainings on COVID appropriate behaviours, health camps, vaccination drives, and linking people with various government schemes and entitlements.

Children’s development and protection was also a key area PiC worked on. With schools being shut due to the COVID induced lockdown, children of the marginalised communities were not able to access formal education, and cases of child marriage were on a sharp rise. Mentoring centres were opened across various locations, which provided children and youth with educational opportunities as well as extra-curricular activities. It was ensured that these mentoring centres run on a regular basis. This is also helped in keeping children out of the system of work and marriage.

During the year, PiC continued to work with the Irulars, who are among the most vulnerable tribal groups of Tamil Nadu, by extending support to children whose education was impacted due to the pandemic as well as creating awareness on COVID-19 vaccination and linking them with government schemes. Similarly, PiC worked with DNT communities in Madhya Pradesh to to reduce hesitancy for the COVID-19 vaccine.

While pandemic-related activities continued to be in focus, PiC also worked towards ensuring that the business and human rights agenda was not sidelined. We continued to work with workers across the value chain for their empowerment, and also organised a side session in the 3rd United Nations South Asia Forum on Business and Human Rights.

On a different note, in last few years, the discussions around BHR have expanded, impacting PiCs scope of work. To maintain the synergy between the changing environment and PiC’s core work, we embarked upon a process to reshape and revise our strategy. PiC also embarked upon the journey of developing a safeguarding policy, to protect the children and vulnerable adults it engages with during the course of its programme.

It has been more than two years since the WHO declared the pandemic. Hundreds of millions of people have lived through lockdowns. Many have made the abrupt shift to working from home; millions have lost jobs. As we resume back to ‘normal’ life, it is important to redefine what normal should like like, and pave the path for it by increasing solidarity, partnerships, engagement, and resilience among people across countries, raising hopes for a sustainable future.
PROMOTING COVID-APPROPRIATE BEHAVIOUR AMONG MARGINALISED COMMUNITIES ACROSS 11 STATES

The Collect Risk Communication & Community Engagement (RCCE) is a community led initiative spread across 11 states. The initiative covers 70 districts, rooted in 560 hamlets, predominantly inhabited by Dalit, Adivasi, Denotified and Nomadic Tribes and minority communities. The programme particularly focuses on building a resource base at community level for an easy access to information and instituting a system of data flow, which can be used to create an evidence-based system of communication with local administration. This holds importance particularly in the context that in these targeted hamlets of marginalised groups, access to digital tools is minimal and even when available, not everyone is able to access these tools owing to varied reasons ranging from ownership to access control.

In November 2021, RCCE Collect initiative began a six-month programme focused on building community level awareness on Covid Appropriate Behaviour (CAB) and ensuring higher vaccination through mobilisation among vulnerable groups. The programme selected hamlet level and district level fellows in each location that were from the community itself.

STATE OF INDIA’S POOR

<table>
<thead>
<tr>
<th>Vaccination: Risk Communication &amp; Community Engagement</th>
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<tbody>
<tr>
<td>The need for community preparedness to tackle COVID was the driving force behind this leg of the COLLECT initiative. Beginning mid-April, 2021, the initiative shifted to health administration and the need for behavioural change among community members towards Covid Appropriate Behaviour (CAB) and Vaccination. With the aim of bridging the last mile gaps, we focus on marginalised hamlets within each district. Data from the latest Vaccination survey across 70 districts can be found here.</td>
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</table>

**Locations**

Leave No one Behind Hamlets: We target hamlets that are often excluded even from the village level decision making processes and basic infrastructure. These are hamlets and clusters that are habituated by Scheduled Castes, Scheduled Tribes, Denotified & Nomadic Tribes, Muslims, sex workers and transgender communities, and within them we focus on those further marginalised because of identities of age (children, elderly), gender and disability.

Our fellows are also members hailing from these hamlets, who are then trained on research and analysis. In that sense, we hope to capacitate a cadre of community volunteers towards social accountability and monitoring the situation in their hamlets.

**States**

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<th>States</th>
<th>Andhra Pradesh</th>
<th>Bihar</th>
<th>Chhattisgarh</th>
<th>Gujarat</th>
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<td>2</td>
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The key objectives of the six-month programme were as follows:

1) Fellows understand and practice Covid appropriate behaviours (CAB), are facilitated to make informed decisions about vaccinations and are provided access to the same

2) Enhance capacity/understanding of Covid Appropriate Behaviour of volunteers to help them take the message of CAB to communities

3) Link the community with the local health services and administration for early COVID testing, treatment and vaccination with the view to the improvement of vaccination systems overall for the left-out dropped-out community

For details, visit www.communitycollect.info.
COMMUNITY-LED INITIATIVES FOR REDUCING HESITANCY AGAINST COVID-19 VACCINE AND INCREASING ACCESS TO ENTITLEMENTS IN MORENA, MP

PiC has been working with the Bediya community, which belongs to the denotified and nomadic tribes, in Morena district of Madhya Pradesh to reduce hesitancy for the COVID-19 vaccine. The project was conceptualised in dialogue with community members of three blocks and aims to ensure vaccination to all adult members of the hamlet through an approach of building community leadership at the hamlet level. The project is implemented in 19 locations in three blocks. These locations are known and stigmatised as hamlets inhabited by sex workers. In the absence of stable livelihood options, many families ended up taking loans during the pandemic.

Phase I (August to October 2021):
Capacity Building of Community Fellows and COVID-19 Vaccination

1. Training of 10 community fellows and 1 coordinator to engage with community members on various issues; research, data collection, etc.
2. Community mapping of institutions related to COVID
3. Collection of baseline data for COVID-19 vaccination
4. Identification and resolution of myths related to COVID-19 vaccine
5. Counselling and training on other issues such as gender
6. Liaisoning with administration for vaccination
In the first phase of the programme, 10 fellows and 1 community coordinator were identified from within the community. These fellows were involved in a series of capacity building engagements that were not only restricted to building awareness but also to create a network and platform where the fellows could collectively address issues in their communities. All the fellows and the coordinator were taken through an eight-session training series that aimed to build their research capacities, their knowledge on COVID protocols and the importance of vaccination as well as to use this information to ensure sustainable institutional linkages and access to rights and entitlements for the wider community. These community representatives have collaborated with local government bodies to ensure vaccination in these difficult target areas.

**Key highlights:**

- 10 ‘go to’ community volunteers/fellow and 1 community coordinator capacitated to engage with their community members on various issues
- 16 vaccination camps have been organised with support from local administration
- COVID-19 Vaccine 1st dose-2056 (100%)
- COVID-19 Vaccine 2nd dose-846 (41%)
Phase II (November 2021-January 2022): Community Institution-Building and Increasing Access to Entitlements

Second phase of the project focussed on community institution-building and entitlements programs. The fellows prepared the list of schemes and entitlements of the Madhya Pradesh government by speaking to the local administration officials. The schemes were prioritised based on consultation with the community members, and access to these entitlements was mapped for the community. A facilitation process for the filling of applications for the residents who do not have access to them was also initiated.

ENSURING SOCIO-ECONOMIC INCLUSION OF MARGINALISED COMMUNITIES IN KRISHNAGIRI BY EMPOWERING THE MICRO LEVEL INSTITUTIONS

Since November 2018, PiC has been implementing the Krishnagiri Development Project (KDP) with a holistic community development focused in Ennegollu Panchayat (covering 8 villages). 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.

The focus areas of the project are:

a) Social and economic wellbeing of marginalised communities,
b) Exposure to sustainable agriculture and food security, and
c) Interface with various players and coordination.
Formation of Farmers' Collectives

- **400 farmers** are distributed across fully functional Farmers Interest Groups (FIGs) (10 Female & 10 Male groups) and 4 Farmers Producers Groups (FPGs). These groups facilitate farmers in accessing government schemes and entitlements.
- The total of **subsidy** received till the date from the government Agricultural Department is worth **Rs 86,47,120**.
- **214 farmers** have received different kinds of **seeds** like red gram, horse gram, ragi and corn.
- **24 farmers** have received **agricultural infrastructural support** such as vermicompost kit, honey farming kit, tarpaulin sheets, saplings, etc.
- **238 farmers** have received **natural farming inputs**.
- **18 farmers’ lands** have been installed with **drip irrigation system** worth **Rs 65,00,000**.
- **63 farmers** directly benefited from the **marketing support** from KDP. 11,217 kg of paddy was collected from 63 farmers and was marketed for **Rs 2,82,302**.
Promoting Natural Farming

KDP intensified its efforts in engaging and educating the farmers in natural farming since 2018, specifically in the areas of organic fertiliser, and pest and disease management. Out of the total farming land available in Ennegollu Panchayat (comprising of 8 villages), **4.65% of the land has been converted to natural farming.**

- **Increase in selling price of paddy:** 198 farmers have converted to full time natural farming since 2019 resulting in a total revenue of **Rs 8,11,475** only by way of paddy production. Earlier, the selling price of paddy was Rs 19/kg, which has now increased to Rs 25/kg owing to natural farming, resulting in an average increase of income by 31.5% per season.

- **Model farmers for multi-cropping:** In a pilot initiative to demonstrate the benefits of multi cropping in increasing farm income, 10 model farmers were identified who were provided training on multi-cropping. 13 farmers are practicing it at present, benefiting to the tune of **Rs 6,35,125** in a span of four months.

- **Farmers’ exposure visit:** 167 farmer households (out of 513 farmer households covered) made exposure field visits to Organic Farming Research Station, Tamil Nadu Agriculture University, Organic Farming Exhibition, FIG Functioning, Multi-cropping visits, Seed Festivals, and ICAR – KVK, Eliminchangiri, Krishnagiri; and received various kinds of trainings. These exposure visits and regular trainings ensured improved functioning of the farmers in continuing natural farming practices.
Women's Empowerment

- **Tailoring**: 135 women trained in tailoring of which 77% have gainful employment in nearby companies or are self-employed.
- **Cloth-bag production unit**: 8 women who received tailoring trainings are collectively running a cloth bag unit. They have made sales to the tune of Rs 14,000 by producing and selling 2,400 cloth bags.
- **Production of masks**: During the COVID-19 pandemic, the cloth bag unit decided to make masks. Trainings for stitching four types of masks was provided to them. More than 400 cotton masks were stitched, of which about 100 have been sold amounting to Rs 2,250.
- **International Women's' Day campaign**: Over 500 members participated in a series of campaigns cum awareness meetings on women's' development combined with Reproductive and Child Health.
- **International day of the girl child**: Apart from regular activities on girl children, a special meeting covering about 130 Govt. High School students was conducted on preparedness to face issues related to education, nutrition, child marriage & rights.
Youth Development

- **Career guidance and counselling**: In order to ensure sustained higher education, students from 8-12th standard were provided with career guidance based on their needs and wants. They were also guided with the right job opportunities, and awareness was given on importance of sports and other extracurricular activities. They were also regularly provided with updates from the government regarding school education and higher education.

- **Skill development**: In a pilot initiative of promoting self-employment, **20 youth** belong to Scheduled Caste were trained in coconut tree climbing with the help of machine. Special Guest, Mr. Nasim Salim, Assistant General Manager, NABARD, Krishnagiri participated in and supported this training. All the youth members were provided with Insurance Coverage for Rs 2,00,000 each. Tree climbing machines were also distributed to them, which costs Rs 5,000 each.

- **Covid-19 response**: On specific response to COVID-19, a **59 member team** including the youth (both boys & girls) and Village Health Nurses was formed for spreading more awareness on COVID appropriate behaviour and vaccination.

Child Development

- **Kitchen garden**: 4th and 5th class students were involved in natural farming to grow Radish, Bitter Gourd, Bottle Gourd & green leafy vegetables, which are useful for them in the mid-day meal scheme.

- **Mentoring centre**: **3 mentoring centres** have been formed and are functional. A total of **100 children** are benefiting resulting in reduction in school dropouts and child marriage.

- **Students and children survey**: A survey was conducted to understand the different categories of students and to help them according to their needs. The survey, conducted with **122 children**, served multiple purposes:
  a) finding out the number of the dropouts,
  b) finding out number of child marriages that have occurred,
  c) identifying students who need guidance on higher education
  d) identifying students who failed in 10th or 12th standard,
  e) creating awareness about scholarships
  f) creating awareness about importance of sports and sports quota, and
  g) enrolling students who don’t attend tuition into the mentoring centres run by KDP.
• **School students meeting**: Meetings with students were conducted regarding their studying practices, online class details, extra-curricular activities, cleanliness habits, and their education status during COVID-19 lockdown period.

KDP planned and conducted over *94 activities* reaching out to all girl children. The major activities included adolescent girls meetings, formation of adolescent girls groups and linking them to Nehru Yuva Kendra (NYK), organising summer camps, health programmes, sports, games and cultural events, providing non-formal education support through mentoring centres, career guidance and counselling. These activities were conducted in collaboration with the Health Department, Education Department, Integrated Child Development Scheme. NYK has created a visible impact among the village community and families in encouraging girl children participation.
Health, Water and Sanitation

- In the initial stage of the project, out of the total number of 1,138 households, only 155 households had toilet facility, of which 71 households seldom used them. Through meeting and activities such as toilet awareness programme, school children awareness programme, adolescent girls meetings, MNREGA workers meetings and further individual visits to household, places for construction of toilets were identified and financial support was provided to households in the construction of toilets.

- **196 BPL families** were directly supported in the construction of toilets by leveraging subsidy worth Rs 32,96,000.

- As part of larger intervention on influencing the community members on hygiene and sanitation practices, KDP intensively worked with **905 households** in the construction of toilets by linking with government subsidy schemes and leveraged a total amount to the tune of **Rs 1,08,60,000**.

As a result of both direct and indirect interventions in the panchayat, there has been an **increase of 83% in number of toilets**. It is also evident that over **69.85% of them are open defecation free** after the construction of toilets.

Network and Linkages with Government Departments

- A range of local and district level government departments were mapped against the needs of community members and efforts were made to link the people with various government schemes. These departments included agriculture, Adi Dravidar & Tribal Welfare, Animal Husbandry, BC MBC Minorities, Environment and Forest, Health and Family Welfare, Higher Education, Labour & Employment, MSME, Rural Dev. & Panchayat Raj, School Education, Social Welfare, Welfare of Differently Abled, Youth Welfare and Sports Development.

- The women volunteers, youth members and mentoring centre teachers were oriented to make use of the schemes from time to time.
WORKERS-LED DUE DILIGENCE ACROSS VALUE CHAINS

Partners in change is converging many of its initiatives to facilitate businesses across the country to come together and create a value chain that respects and promotes human rights. Towards this end, PiC worked towards facilitating creation of knowledge bank, anchored by workers towards enhancing their bargaining potential. A focussed capacity building workshop was organised for 10 workers from various parts of the garment sector supply chain from – Tamil Nadu, Surat, Ahmedabad and Odisha on Labour Codes. A 16 hours intensive training was organised, over a period of 4 months, where the workers were briefed about garment supply chain – processes and operations, Labour Codes, NGRBCs and BRSR.

STUDY ON IMPACT OF HUMAN RIGHTS DUE DILIGENCE LAWS ON WORKERS

PiC conducted a review of literature and stakeholder mapping to understand the situation of the leather industry workers in India and the impact that HRDD laws would have on the workers. As a part of the project, interviews were organised with leather garment workers working in Ambur, Tamil Nadu and other stakeholders including CSOs, thematic experts and business associations.

LEAVE NO ONE BEHIND: COMMUNITY-BASED INTERVENTION FOR THE PARTICULARLY VULNERABLE TRIBAL GROUPS

Irulars are among the six Particularly Vulnerable Tribal Groups (PVTGs) of Tamil Nadu. In comparison with other PVTGs, Irular community of these regions are behind in development due to their remote location. They have access to minimum basic amenities, and experience nutritional deficiencies, high dropout levels, low literacy levels, unemployment, indebtedness, and inadequate healthcare. This has led to most people from the community migrating to other places in search of better livelihood.

From the past three years, PiC has been working with the marginalised SC and ST communities. In 2020, PiC initiated specific activities with more focused approach in empowering the marginalised communities, specifically the Scheduled Tribes (ST) and the Scheduled Castes (SC), as a continuation of the KDP. In continuation with its regular on-going initiatives, PiC started its extension activities in six other blocks in the district in June 2021, covering over 20 villages with specific focus of empowering the ST, who were further marginalised during the COVID-19 pandemic.
Thrust areas of the project:

1. Mentoring centres for tribal children
2. Child protection and development
3. COVID-19 Response—Promoting vaccination and spreading awareness
4. Network and linkages with government schemes
5. Livelihood promotion and leadership development among farmers

Mentoring Centres for Tribal Children

- 20 mentoring centres set up by KDP to cater to the educational needs of children and youth in each of the villages.
- The mentoring centres ensured that children from the tribal villages were able to continue their education without a break, as the schools were shut down during the pandemic.
- SMART LED Television were installed in the most unreached 6 ST villages.
- Mentoring centres are functional on a regular basis, which has received due recognition from the community members. The teachers in the centre, who are from the local community, are now engaging themselves in liaising to meet the needs of the community members with relevant government departments.
**Enhanced school education for ST children:** Through review of the activities of the mentoring centre, community volunteers prepared weekly plans for the evening classes by going through books of classes 1st to 5th for gaining better understanding of the subjects and to increase the reach of the classes to benefit maxim number of children.

**Participation in SMC meetings:** Community volunteers participated in the School Management Committee (SMC) meetings and involved the ST & SC members in the meeting. During the meetings, key aspects with regard to school children such as extra-curricular activities, drop out, safety precaution methods, and health and hygiene were discussed.

**Child protection & development:** The project team met with Krishnagiri District Child Protection Officer. A list of project villages and community volunteers were shared with the officer seeking support to provide adequate training by involving the community volunteers in augmenting work related to child protection and development.

**COVID-19 Response-Promoting Vaccination and Spreading Awareness**

- KDP through its series of efforts by coordinating with the District Health Officials and PHCs, created awareness about the COVID-19 vaccine through door to door campaigns, street corner meetings, village meetings, women meetings, counselling, organising vaccination camps, providing IEC materials etc.
- 83 awareness events ad 57 vaccination camps were organised, reaching out directly to 3,521 members.
Network and Linkages with Government Schemes
- Four village level meetings with farmers were held (including women farmers) to orient them on the formation and functioning of FIGs/FPGs, and the programme and schemes of the Agricultural Department.
- 15 ST members received first ever online ST community certificates.
- 35 Family Ration Cards were distributed in the presence Ms. Maheshwari, Taluk Civil Supply Officer, Shoolagiri.

Livelihood Promotion and Leadership Development Among Farmers
- 56 ST farmers who have land in forest were mapped to strengthen the farming activities including natural farming practices.
- Trainings on natural farming methods, pest and disease control, waste decomposer, etc were organised, in which 20 farmers, 15 female and 5 male, took part.

Other Activities
- Tailoring skill trainings were organised for 23 women.
- Sports competition, rangoli making competition, etc were organised for adolescent girls and boys.
- Skill trainings were organised for the 65 youth members.

DEVELOPING SECTOR-SPECIFIC NON-FINANCIAL DISCLOSURE TEMPLATE FOR THE ICT SECTOR
Drawing from the recommendations of the BRSR committee on sector specific templates, PIC in collaboration with a partner organisation, worked towards drafting a non-financial reporting supplement for the Information and Communications Technology (ICT) sector. Using the saliency approach, the supplement discussions and research focussed on deconstructing the NGRBCs from the lens of the ICT sector and developing recommendations in the form of additional questions for the sector-specific BRSR. As a part of this process numerous interactions and consultations were organised during the year with stakeholders including businesses, government institutions, civil society organisations, trade unions, and sector and thematic experts. The suggestions were collated for engagement with key stakeholders for the sectoral reporting framework.
The objectives of the programme are to protect children, to strengthen the community to improve the livelihood of people, to help them in accessing government schemes and entitlements, and to strengthen the members of the workplace protection committee in 20 villages of Sanarpatti Block, Dindigul, Tamil Nadu.

Child protection and development

- **Education Support**: Vulnerable children, i.e., children with single parent, and those below the poverty line, were identified and provided with educational support to prevent child labour and child marriage. 182 students were supported financially to continue their education.
- **Community Resource Centre (CRC)**: Over 650 students in 20 villages are provided with supplementary tuition through community facilitators in the CRCs. The CRC have played a major role in reducing dropout rates and motivating children to continue their education.
- **Adolescent Groups**: Adolescent Girls’ Groups (AGG) and Adolescent Boys’ Groups (ABG) were formed in every village. These groups meet weekly and discuss topics such as impact of COVID, loss of confidence, early marriage, reopening of school, the importance of schooling; COVID-19 safety protocols, menstrual hygiene, mental health, sexual harassment, among other.
- **Webinar**: A webinar was organised with support from a partner organisation on the 'Role of Community Based Watchdog Mechanisms to curb Child labour and Trafficking as a fallout of COVID-19'.
- **Spreading awareness about SMCs**: Most community members were not aware of School Management Committees. Efforts were made by PiC to spread information about the SMCs in the 20 villages, and to facilitate in formation. At present, 22 of the 31 schools in the project area have SMCs.
COVID-19 Response

- **Behaviour-change awareness Campaign**: COVID-19 pandemic significantly impacted the garment industry in Tamil Nadu. The pandemic and efforts to slow the spread of the virus led to factory closures, layoffs and unpaid absence. An emergency health intervention plan was planned and executed in the intervention areas. PiC trained a team of program staff on Covid appropriate behaviour and vaccination. The team in turn trained community volunteers and created linkages with a government health facility. Monitoring of COVID-19 positive cases and linking them to appropriate services was done by the project team and volunteers on a daily basis in the month of May and June 2021. The state health department appreciated the efforts and provided all kinds of support to the team.

- **Emergency Relief Fund (ERF)**: ERF grant was provided to implement the activities for additional food support for vulnerable community members and migrant workers in the project villages. In addition, 20 SC families and 50 migrant families were supported through this relief grant. On the whole, around 1,999 persons were supported (745 directly + 1254 family members).
Rapid studies: Multiple rapid studies were carried out to understand the situation on ground during the COVID-19 pandemic. The first study titled "Voices of Scheduled Caste Casual Workers - Reinforcement of servitude through discrimination in the time of COVID 19" focussed on understanding the discrimination faced by SC workers, especially during the pandemic. The second study titled "Missing School: Adolescent Girls Marginalised by Growing Divide during Lockdown" tried to understand the effects of the lockdown on the education of children.

Access to Government Schemes and Entitlements
- Since November 2019, more than 3400 people have been linked to various schemes and entitlements of the government.
- 12 eligible candidates were registered for various courses such as self-employed tailor, sewing machine operator, GST account assistant, etc.
- 10 SHG gorups have been formed comprising of more than 100 members.

Other Activities
- **Formation of Workers’ Support Groups**: Community volunteers managed to form 19 WSGs after addressing arange of inhibition showcased by workers. A range of other activities, such as fire safety training, medical camp and formation of IC committee were also undertaken.
- **Stakeholder Engagement**: PiC engaged with DCPO for approval of CSG members to participate in VLCPC in Sanarpati Block. PiC also collaborated with Tamil Nadu Institute of Skill Training (Dindigul) for skill training.

- **Vaccination drives**: More than 300 camps were organised with support from PHCs, benefitting more than 2,000 people. Volunteers extended their support by visiting each house and informing the people about the location, assisting elderly and physically challenged people to the vaccination campsite and assisting frontline staff at the vaccination camp in registration and ensuring physical distancing.
STUDY ON TOBACCO INTERFERENCE INDEX IN INDIA

As PiC’S work also focuses on also creating knowledge about the government's efforts to ensure business transparency and accountability, it conducted a study about efforts made by the government in thwarting industry pressure and influence. The tobacco interference index study, using publically available data collated information about policy initiatives and practices of the government on restricting businesses' influence in matters of legislation and policy making. The study shows an increase India's rank, indicating implementation of stricter measures and vigilance to ensure spaces are insulated from industry interference.

REPORT ON FACILITATING A CULTURE OF HUMAN RIGHTS AMONG BUSINESSES

The document was a compilation of recommendations based on the study titled “Understanding Functioning of Companies’ Response Systems vis-à-vis Key Human Rights Violations Available in Public Domain” undertaken with support of the National Human Rights Commission (NHRC). The document was meant to serve as an Indicative Outline for the National Action Plan on Business and Human Rights (NAP).

SIDE SESSION AT THE 3RD UNITED NATIONS SOUTH ASIA FORUM ON BUSINESS AND HUMAN RIGHTS

PiC organised a side session at the 3rd United Nations South Asia Forum on Business and Human Rights organised between 28th – 30th March 2022. The session aimed at identifying the key issues of conflict of interest between businesses and the government and the drivers that can enable strengthening of state institutions to ensure protection of human rights. The session witnessed a vibrant set of stakeholders representing different types of civil society organisations and media house. The speakers discussed the mechanisms through which businesses and state can collaboratively work together towards the realisation of human rights.
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<td>UN World Food, Private Sector Partnership Programme</td>
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<tr>
<td>Ramanathan Thekke Varyam</td>
<td>Professor and Head, Department of Statistics, Savitribai Phule Pune University</td>
<td>Male</td>
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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:
b. Anti-Sexual Harassment Policy
c. Grievance Redressal System
d. Whistleblower Policy

DEVELOPMENT OF A SAFEGUARDING POLICY
From the past 2 years, PiC has been working towards developing a Safeguarding Policy for Children and Vulnerable Adults, to safeguard the communities it works with from any intentional or unintentional harm that may arise from our staff or associated members coming into contact with them through our programmes; to identify and minimise the risks; and outline the mechanisms and procedures in place to ensure a safe environment in created. An SoP with respect to the do’s and don’ts while handling communications or organising events both online and offline has also been developed.

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.
STRATEGY PLANNING

In last few years, the discussions around BHR have expanded, impacting PiCs scope of work. To maintain the synergy between the changing environment and PiC’s core work, we embarked upon a process to reshape and revise our strategy. The focus of the strategy planning process was to ensure that our work continues to be relevant in these times and to curate activities that would support and enable the organisation to address short-term goals and realise long-term and overarching visions or anything in between.

The strategic plan was envisaged as the driving force to enable development of PiC as a knowledge hub on Business and Human Rights and guide and support stakeholder action in upholding, advocating and integrating human rights in business operations. It focussed on developing PiC as a centre of expertise for BHR not only in India, but with significant presence in South Asia and South-East Asia. By focussing on data gathering and analysis; providing access to data as a means of empowerment and working collaboratively with various stakeholders, PiC will (a) drive transparency mechanisms for increased accountability, and (b) address power differentials based on access to information by workers and communities.
## SOURCES OF FUNDING (INR)

<table>
<thead>
<tr>
<th>Activity</th>
<th>2021-2022</th>
<th>%</th>
<th>2020-2021</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income raised through grants</td>
<td>19,232,383</td>
<td>60</td>
<td>19,082,314</td>
<td>46</td>
</tr>
<tr>
<td>Income Raised from Grant for Relief</td>
<td>12,609,674</td>
<td>39</td>
<td>21,562,102</td>
<td>52</td>
</tr>
<tr>
<td>Income from Interest</td>
<td>477,139</td>
<td>1</td>
<td>924,657</td>
<td>2</td>
</tr>
<tr>
<td>Other Income</td>
<td>0</td>
<td>-</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>32,319,196</strong></td>
<td><strong>100</strong></td>
<td><strong>41,569,073</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

### Diagram

- Income from Interest: 1%
- Income raised from grants for relief: 39%
- Income raised through grants: 60%
### DISTRIBUTION OF EXPENSES (INR)

<table>
<thead>
<tr>
<th>Activity</th>
<th>2021-2022</th>
<th>%</th>
<th>2020-2021</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programme Expenses</td>
<td>21,242,508</td>
<td>63</td>
<td>28,764,324</td>
<td>46</td>
</tr>
<tr>
<td>Programme Expenses (Relief)</td>
<td>11,640,255</td>
<td>36</td>
<td>18,152,689</td>
<td>52</td>
</tr>
<tr>
<td>Administration and Office overheads</td>
<td>497,813</td>
<td>1</td>
<td>176,077</td>
<td>2</td>
</tr>
<tr>
<td>Capital expenditure</td>
<td>151,700</td>
<td>0</td>
<td>651,196</td>
<td>-</td>
</tr>
<tr>
<td>Grand Total</td>
<td>32,319,196</td>
<td>100</td>
<td>41,569,073</td>
<td>100</td>
</tr>
</tbody>
</table>

**Diagram:**
- Programme Expenses (Relief): 36%
- Programme Expenses: 63%
- Administration and Office overheads: 1%
<table>
<thead>
<tr>
<th>All India IT &amp; ITeS Employees’ Union (AIITEU)</th>
<th>International Union Against Tuberculosis and Lung Disease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Azim Premji Philanthropic Initiative Pvt Ltd</td>
<td>Infosys</td>
</tr>
<tr>
<td>Center for Public Health and Environmental Development (CEPHED)</td>
<td>IT for Change</td>
</tr>
<tr>
<td>Cividep</td>
<td>MIST</td>
</tr>
<tr>
<td>Consumer Voice</td>
<td>National Association of Software and Service Companies (NASSCOM)</td>
</tr>
<tr>
<td>Corporate Responsibility Watch (CRW)</td>
<td>Nottingham Trent University (NTU)</td>
</tr>
<tr>
<td>Data Security Council of India</td>
<td>Praxis UK</td>
</tr>
<tr>
<td>Ethical Trade Initiative (ETI)</td>
<td>Stichting Noodfonds Basisvoorzieningen</td>
</tr>
<tr>
<td>Fairwear</td>
<td>The British Asian Trust</td>
</tr>
<tr>
<td>Faisal and Shabana Foundation</td>
<td>The University of Nottingham</td>
</tr>
<tr>
<td>FLAIR</td>
<td>Times of India</td>
</tr>
<tr>
<td>Global Greengrants Fund</td>
<td>United Nations Development Programme (UNDP)</td>
</tr>
<tr>
<td>Global Centre for Good Governannce in Tobacco Control</td>
<td>Wipro</td>
</tr>
<tr>
<td>Indian Federation Of App Based Transport Workers (IFAT)</td>
<td>World Benchmarking Alliance</td>
</tr>
<tr>
<td>Industrial Global Union</td>
<td></td>
</tr>
</tbody>
</table>