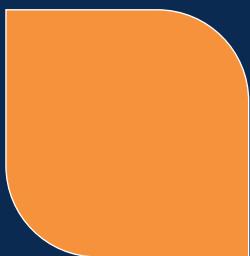


GLOBAL PATHFIELDS

ANNUAL REPORT

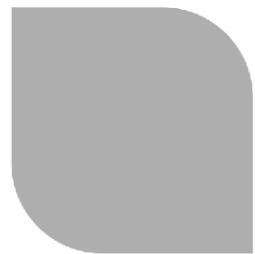
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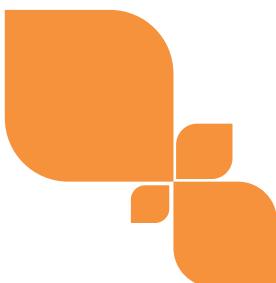


GLOBAL COLLABORATION TOWARDS
HUMAN DEVELOPMENT

ANNUAL REPORT

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Global Pathfields' journey towards "Inclusive Human Development"

Gaurav Joshi

Founder & Managing Director Global Pathfields

Dear Friends of Global Pathfields,

I am excited to share with you our Annual Report for 2019-20, a year in which we received exemplary support from our donors, well-wishers and team members to contribute towards overcoming development challenges.

Global Pathfields was established in 2014, as we enter into 6th year of our existence, as a new age organisation we were deeply engaged in programme implementation, policy analysis, providing technical assistance, undertaking high impact research and development studies and capacitating stakeholders. Like previous years, we continued to design innovative solutions and support towards a more inclusive, equitable, sustainable world and thereby contributing to the developmental agenda of the Government of India and Sustainable Development Goals set out by the United Nations.

This year has been a special year for Global Pathfields in many ways. With the support from a dedicated team at the corporate office and our presence in the field, Global Pathfields has been established as a major stakeholder in the development sector while championing a rights-based approach through transparency and accountability. During the year, we effectively implemented 8 projects and reached out to over thousands of vulnerable and excluded children, youth, women and

communities directly through various services and activities. Despite challenges, Global Pathfields team spent an extensive time on field conducting stakeholder interactions, meeting hard to reach disadvantaged communities and understanding grassroots level challenges so as to feed them into designing innovative and sustainable programmes.

I deeply express my sincere thanks to our friends, supporters and donors. Without their continuous support all the above-mentioned interventions would not have been possible. I express my gratitude for your generosity and believing in the ability of a nascent organisation and helping us in carrying out our development initiatives with a deeper impact on vulnerable and excluded communities.

As we are progressing, through our targeted interventions we are contributing towards the transformation of the country by becoming a preferred partner for building an inclusive society, promoting shared prosperity and creating a place where everyone reaches their full potential. With our extensive and proven global expertise in development issues, our interventions are carefully designed to address multiple Sustainable Development Goals through 5 identified thematic areas namely Child Rights and Education including Child Protection; Skills, Employment and Inclusive Social Economic Development; Public Health,

Nutrition and Water, Sanitation and Hygiene; Environment and Sustainability and Monitoring, Evaluation and Impact Assessment

Between now and 2030, India needs to tackle inter-linked themes with an integrated, but differentiated approach recognising its size, scale, diversity and the complex challenges facing the country. India being the middle-income country is expected to be the third largest economy in the world by 2030, hence India's development trajectory will have a major influence on the rest of the world. Rapid growth in the last decade has helped in reducing poverty in both relative and absolute terms. However, despite being a high growth economy, there are a number of barriers that impede India's progress on inclusive growth and achieving SDGs. Although India has accelerated progress on the health and nutrition goals, malnutrition and stunting remains a major area of concern. The country still has the highest number of stunted children in the world, almost one-third of the global total of stunted children under the age of five. India ranks behind its neighbours on the gender inequality index, the sex ratio continues to worsen, and female labour force participation rates have declined. India's growth has been capital-intensive, relatively jobless, and concentrated in select states and regions. It risks leaving behind poor states, labour-intensive sectors and socially excluded groups. Just 9% of India's workforce is vocationally trained and only 47 per cent of those coming out of higher educational institutions are employable. This leads to a risk of India not being able to fetch the benefits of the demographic dividend. Many young men and women move to cities in search of a better life and opportunities. Unplanned urbanisation is not creating the jobs and opportunities to manage India's huge rural-

urban migration, and often results in poor environmental impacts. India is the world's third largest emitter of greenhouse gases (GHGs) and ranks among the world's water-stressed countries and most of the Indian cities are struggling with air, water and land pollution.

We at Global Pathfields believe that all these complex challenges cannot be solved using conventional ways. To address the hard-core development challenges the current ways of thinking and doing will have to be changed. We all have to work together and find collaborative, innovative and sustainable ways to engage proactively and productively. With the support of our core team, timely advice from our technical advisors we have the ability to design workable models, inform policy and regulatory frameworks and strengthen and capacitate local communities to address above mentioned development challenges. Going forward our specific approach will be:

- Rights of children and education are a key enabler to inclusive growth, sustainable development and participation in a democracy and stimulate economic growth. In the coming time period, we will strive towards undertaking intervention around capacitating teachers and their professional development, designing interventions to improve learning outcomes of children, and improving governance and quality assurance within schools in urban and rural areas.
- We are committed towards facilitating equitable opportunities for vulnerable and disadvantaged groups in society. We will strive towards contributing for a speedy reorganization of the ecosystem of education and skill development that will suit the needs of the industry and enable

- employment and entrepreneurship development for the youth (particularly women) from disadvantaged communities. We will work with our partners towards development of women-centric business propositions and support interventions around financial and non-financial services for women and women-owned MSMEs. Some other areas that need our intervention include strengthening agri value chains so as to employ youth in the local areas and contribute to agriculture transformation by doubling the farmer's income. Besides this, to tap the potential of the non-farm sector development, we will find ways to ensure that our interventions help and create opportunities for entrepreneurship.
- Access to public health, nutrition, safe water and sanitation are human development goals and critical determinants for a healthy and quality life. Improvements in water, sanitation and hygiene services contribute directly to quality of life and an important means of achieving other development outcomes. While health is a primary responsibility of the government, the gap in service provision in India at present is too large to be filled by the public sector alone. We will strive towards strengthening the initiatives of GoI specifically addressing integrated Health, Nutrition and Swachh Bharat Mission action plans under the POSHAN Abhiyaan. We will also work with suitable partners so as to expand affordable, quality healthcare and create a mass market for lower income segments. To address the last mile connectivity, we will partner with local communities to facilitate collective efforts by adolescents and

youth, especially girls and young women to promote healthy behavior and practices.

- Climate change and environmental degradation are one of the major impediments towards achieving sustainable development and the added burden of climate change on development is already visible. Poor planning and urban management increase risks from environmental hazards and natural disasters, especially those emanating from climate change. To address these complex challenges, we will collaborate with multiple stakeholders which includes government agencies, private sector and local communities. We are committed to support our partners through our advisory and field implementation support by designing high impact on ground interventions around preventive and adaptive approaches. Our focus will be on tackling climate change threats through building resilience by designing innovations in climate-smart agriculture, green value chain development, use of renewable sources of energy and natural resources management, providing technical assistance on reorienting incentives for better resource management and introducing innovations around fostering solar-powered solutions in cooking as well as power consumption. Given our expertise in stakeholder engagement and collaborative approaches, we will work towards enhancing awareness generation on waste management systems by producing and sharing good practices which can be adopted and replicated across the country.

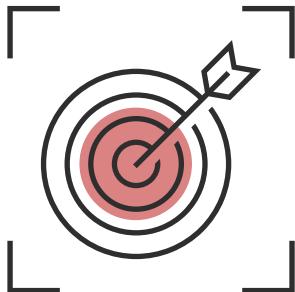
- Monitoring, Evaluation and Impact Assessment is a cross-cutting service across our 4 key sector thematic areas. We will continue to support our clients with designing and implementing adaptive and participatory monitoring, evaluation and learning (MEL) approaches. Our team has embraced the use of technology to collect, manage and analyze data. Going forward, we will continue to use innovative approaches to M&E, information and communication technology enabled tools to harness the power of technology that will further help us reduce the costs of gathering real-time data. With gender and inclusion being a key component of our work, our approaches are focused on continuous improvement and learning with organisations, development sector and high impact programmes. We will continue to partner with relevant partners and contextualize the evaluation designs to fit diverse geographical and social contexts.

As we strive into the next year, the foremost task for us is to support the interventions around overcoming the effects of the Covid-19. Global Pathfields recognises the pressing need for rebuilding our society in the post Covid world through identified five thematic areas.

We will continue with great spirits and give greater focus to design and implement impactful programmes on ground, develop quality knowledge-based solutions, capacitate our stakeholders, deepen our strategic interactions and dialogues with policy makers and deepen our networking and build strategic alliances around 5 core thematic chosen areas.

With this, I am hopeful that next year as well we will strive towards becoming a suitable partner of choice for building back better and contribute towards achieving the sustainable development goals.

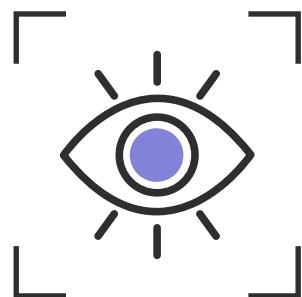
Our Mission and Vision



MISSION

Global Pathfields is a fast-growing non-profit organisation specialised in designing and implementing inclusive development programs. The organisation provides innovative solutions and support towards a more inclusive, equitable and sustainable world. It strives to achieve the goal of sustainable and equitable development. The organisation intends to create a lasting impact in the lives of millions of vulnerable and excluded children, youth, women and communities.

To develop effective partnerships with the Governments, the private sector, international agencies, media, civil society organisations and communities to provide innovative solutions and support: to address global and local challenges of development which improve lives and to, expand opportunities and help societies flourish



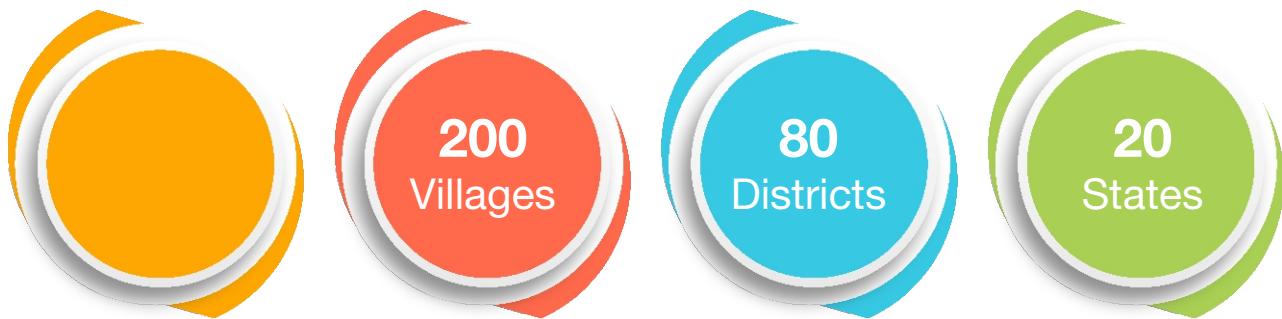
VISION



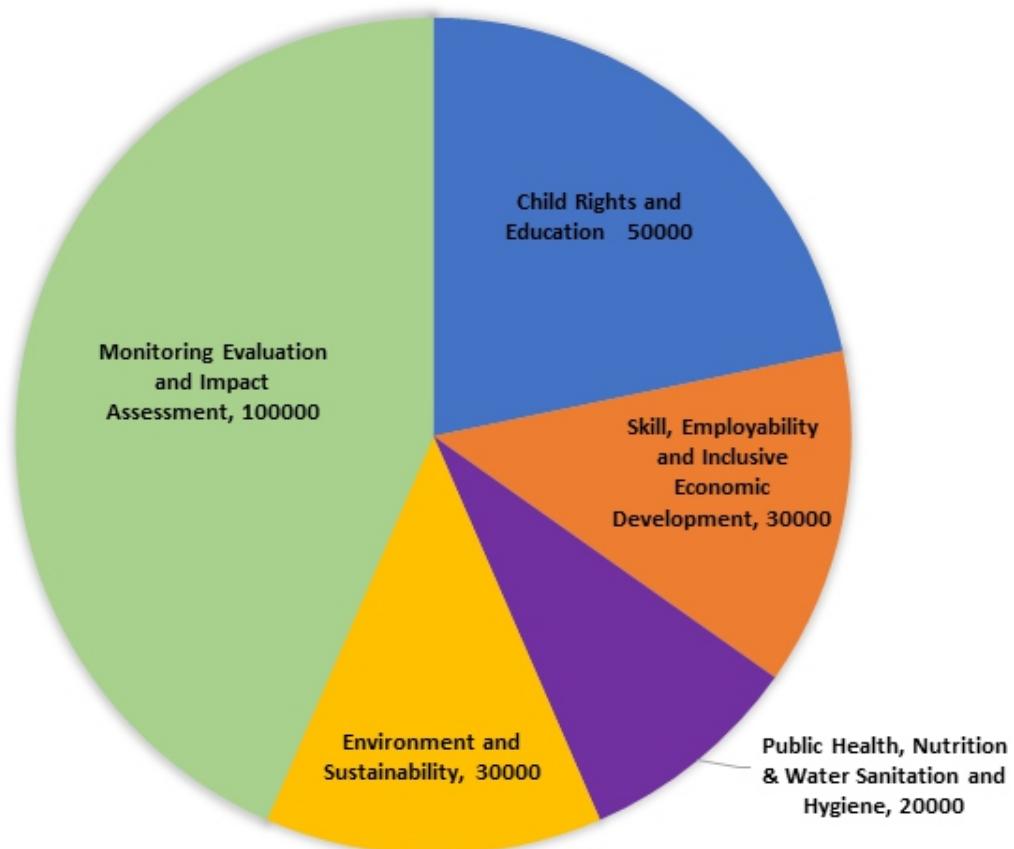
VALUES

To promote and nurture socio-economic, political development and empowerment, enabling the poor and marginalised to realise their full potential for a more equitable and sustainable world and promote inclusive business models

Impact



OUTREACH BY THEMATIC AREAS



Our Footprints

Programme Implementation States: Delhi, Madhya Pradesh and Haryana



To promote and nurture socio-economic, political development and empowerment, enabling the poor and marginalised to realise their full potential for a more equitable and sustainable world and promote inclusive business models

Key Thematic Areas

- **Child Rights, Education and Child protection**
- **Skills, Employment and Inclusive Social and Economic Development**
- **Public Health, Nutrition and Water, Sanitation and Hygiene (WASH)**
- **Environment and Sustainability**
- **Reach, Training consultancy and Impact evaluation**

Child Rights, Education and Child protection



Global Pathfields' rights-based approach helps bring about lasting improvement to the lives of vulnerable children and their communities. Global Pathfields works for and with children. Rights of children and education are a key enabler to inclusive growth, sustainable development and participation in a democracy and stimulate economic growth. Education empowers citizens to make informed decisions. While there has been significant progress in improving the access to primary and secondary education across India, the quality of education, gaps in learning outcomes, inadequate infrastructure and teacher availability remain areas of concern. As evident from the Annual Status of Education Report (ASER) only 16% of children in Class 1 can read the text at the prescribed level, while almost 40% cannot even recognise letters. Moreover, of 6-year olds in Class 1, nearly 42% of those in private schools could read words in comparison to only 19% from government schools. This gap is further exacerbated by a gender divide. The quality of education has a direct bearing on any economy. To address this,

Global Pathfields focuses on undertaking strategic interventions that are essential to support policy reforms, effective planning and programme implementation.

We at Global Pathfields firmly believe that education is a human right which unlocks individual potential and benefits all in the society and powers sustainable development. Our work revolves around basic education, access to healthcare, nutrition, child protection, and participation in development. Our pioneering programmes address children's unique needs, giving them a healthy start, the opportunity to learn and protection from harm. We provide technical assistance to improve the access and quality of education, through policy interventions, programme implementation, capacity and institution building, programme management, design and implementation, monitoring and evaluation and, learning assessments and research. Through our informed and evidence-based solutions, many of our knowledge products directly feed policy dialogue and planning processes.

Global research confirms that ninety percent of brain growth occurs by age 5, thereby the quality of early childhood education has a crucial impact on the development and long-term schooling of a child. Our work in the education sector is focused on providing quality education (including Early Childhood Care and Education) to all children, particularly girls. This includes enhancing pedagogical skills of all teachers. School Management Committees are strengthened to support

schools in delivering quality learning outcomes among children. In addition, our interventions are carefully designed towards formatting and strengthening community-based child protection mechanisms for providing support to children, especially girls to address the issue of Gender Based Violence and Women Empowerment. Our interventions are designed such that poor and marginalized children are not left behind.



Snapshot of projects completed during the year

Plan India: Combating Child Domestic Labour in the States of Andhra Pradesh and Odisha, India

Global Pathfields reviewed strategies of Plan India and partner NGOs for elimination of child domestic labour in Andhra Pradesh and Odisha. In July 2016, Plan India initiated this project to combat child domestic labour in Andhra Pradesh and Odisha. We evaluated the strategies adopted under the programme to eliminate child domestic work. Also, we delved

deeper to analyse the impact of the targeted interventions on primary and secondary stakeholders.

Our assessment included evaluating the behavioural change towards domestic child labour not only amongst children and communities, but also among government officials, media and the general public. Our overall recommendations were categorised under 8 pillars namely: awareness generation, strengthening CPCs and child forums,

improving provision of education, facilitating livelihood opportunities, sensitization on child rights, stringent enforcement of laws & monitoring, prioritization of education and institutional strengthening. We recommended the implementation team to develop local

governance structures to track every child, multi-sector monitoring and reporting processes with clear responsibilities, regular communication amongst project stakeholders and regular knowledge sharing.

Skill, Employability and Inclusive Economic Development

Global Pathfields is committed towards facilitating equitable opportunities for vulnerable and disadvantaged groups in society. At Global Pathfields, we believe that skills are an integral part to attain inclusive growth.

Skill development is viewed as part of a larger effort of the holistic and all-round development of individuals, leading to achieving optimal human potential. It is evident that as skill levels expand, worker productivity rises and it enables high wages. Moreover, it also facilitates in shifting from an informal to the formal economy. An estimated 13 million people enter the working-age population each year but only 3 million new jobs were generated annually between 2005 and 2012. Over the years, there has been concentrated effort by the government to deliver and upgrade skills through a formal technical, vocational education and training system. However, the scale and impact of this remains modest, with less than 3 percent of the workforce undergoing formal skills training, and about only 9 percent

acquiring skills through informal apprenticeships and on-the-job training. Also, it is worth noticing that more than 8 in every 10 Indian workers are informally employed or work in informal sectors, excluded from employment rights, benefits and social protection. More than half of the non-agricultural working population is absorbed into the informal economy and employment growth remains concentrated in low-productivity sectors. During the last decade, not enough decent and productive jobs have been created to absorb the young and ever-growing population of India. In addition, there are persistent and notable disparities in the labour force participation rates (LFPR) of men and women. India has amongst the lowest women's LPPR in the world.

At Global Pathfields, we strive towards contributing for a speedy reorganisation of the ecosystem of education and skill development, to suit the needs of the industry and enable employment and entrepreneurship development for the youth (particularly women) from disadvantaged communities. To help our



stakeholders address India's skills deficit and increase employability, our efforts are geared towards designing market-oriented skills development programme (combining together career guidance, life-skills, and technical, vocational education and training schemes, along with on-the-job training in both formal and informal sectors) and fostering opportunities for decent job creation through entrepreneurship. Our technical assistance is designed to be consistent with the application of the National Skills Qualification Framework (NSQF). We ensure that our interventions are conducive for women entering, remaining, and progressing in the workforce. To tap the potential of the innovative technologies, we support our partners to conduct deeper analysis to support financial and digital inclusion strategies. Moreover, with our extensive knowledge and presence in the thematic areas namely education, health, nutrition, WASH, environment and sustainability, this supplements our interventions towards inclusive economic development.

We firmly believe that investing in women's economic empowerment not only helps a

country to attain sustainable development goals but it also makes good economic sense. A growing body of research has also shown that enhancing women's economic participation improves national economies, increases household productivity and living standards, enhances the well-being of children with positive long-term impacts and can increase women's agency and overall empowerment. Global Pathfields helps its partners through designing innovative technical assistance programmes focused on sustainable economic opportunities for women, poor and other excluded sections of society. Our team has a wide experience of working at multiple levels. At one level we have the required expertise in directly implementing economic development programmes in the field on the other hand we engage with policy makers by offering knowledge solutions (through deep dive sector analysis) that feeds into the policy at the state and national level. Besides this, other core expertise of our team to capacitate our development partners on understanding multidimensional aspects of poverty and required development interventions.



Snapshot of projects completed during the year



PricewaterhouseCoopers Private Limited / Office of the Development Commissioner for Handlooms, Government of India, Ministry of Textiles: Capacity building need assessment of North East Region Textile Promotion Scheme (NERTPS)

Our intervention supported mid-term evaluation and concurrent monitoring of 195 Cluster Development Project and 1 Technology up-gradation Project under North Eastern Region Textile Promotion Scheme.

Through our targeted approach we interacted with the targeted weavers under NERTPS scheme and gauged the progress and benefits of NERTPS scheme availed at grass root level. We reached out to 25100 women weavers in six North East Region (NER) states (Arunachal Pradesh, Mizoram, Meghalaya, Tripura, Manipur and Sikkim) through the collaboration with Directorate of Handloom and conducted a deep dive of the entire value chain in textile, apparel and garmenting, technical textiles, handlooms, handicrafts, sericulture, power loom, jute and allied fibres.

Difficult terrain and geographical pose a challenge to carry out assessments in the Northeast region. To overcome this barrier, we deployed a team of 400 field staff across 6 states of the North East region, capacitated them on using computer-assisted personal interviewing (CAPI) and successfully managed to geo tagging and date & time stamping of each response. Our contribution will lead to

further empowerment of the handloom weavers such that NERTPS can potentially benefit maximum handloom weavers in the NER.

Inclusive Development Programme in Urban Poor Settlements in Delhi

Within the vicinity of our corporate office in Delhi and Madhya Pradesh Global Pathfields' programme team initiated an 'Inclusive Development' programme with a key focus on children's education and health services. Other program components include skills, livelihood, nutrition and WASH. Under the targeted interventions, our team organised teaching and learning sessions for out of school children, conducted skill mapping of the youth and interactions with potential employers, organised awareness sessions (using digital



tech) on importance of education for girl's child, health, nutrition, WASH, and targeted sessions on menstrual health hygiene, and family planning with the women of 'Mahila Samarth Mancha' (a group made by Udyam Trust). Besides this, our team designed innovative interventions on waste management (including plastic, cleanliness, hygiene, strengthening the water and sanitation services. Going forward, our team is in discussion with the Department of Education; Department of Women, Child Development & Social Security and Department of Health and Family Welfare of Delhi state Government, in order to ensure delivery of

services and access to rights and entitlements by the disadvantaged groups in the urban settlements.

European Union, Indo Global Social Service Society (IGSSS) and Organisation Functioning For Eytham's Respect (OFFER): Enabling Inclusive Cities for Homeless

IGSSS and OFFER intended to reach out to the homeless populations across 5 states (Bihar, Maharashtra, Jharkhand Andhra Pradesh & Tamil Nadu) and 15 cities (Patna, Gaya, Muzaffarpur, Ranchi, Dhanbad, Jamshedpur, Chennai, Madurai, Coimbatore, Vizag, Guntur, Vijayawada, Mumbai, Pune and Nasik) and unfold the status of services, entitlements, government policies, access to shelter and women specific challenges and violence.



We supported IGSSS and OFFER team to assess, evaluate and design suitable interventions for the above-mentioned parameters and gather evidence to establish benchmarks for the expected purpose and outputs of the project and building up city, state and national level campaigns for the homeless population.

During our assessment, we found that the majority of our targeted homeless group were below 45 years of age (most productive phase of life) and almost 40% of the people came to the city in search of employment opportunities and better life. Another revelation worth noting is the majority of the homeless respondents

confirmed not receiving any entitlements. This highlighted the pressing need to create more awareness about the social security schemes and programs among the homeless population.

Our specific recommendations for the upcoming interventions in the programme include: homeless population's access to their rights and entitlements, expanding the skill development program for the homeless and build the capacities of various stakeholders including civil society, media, government, private sector, financial institutions and others to ensure that access to basic services by homeless population remains a core issue while addressing urban poverty.

Public Health, Nutrition & Water Sanitation and Hygiene



Access to nutrition, safe water and sanitation are human development goals and critical determinants for a healthy and quality life. Lack of affordable health care facilities, malnutrition and inaccessible safe water and basic sanitation facilities further restricts the poor in a vicious cycle of poor health thereby resulting in reduced productivity and loss of incomes. Women, girls and children are disproportionately impacted and this has harmful impacts on their health and well-being.

In India, less than 50 percent of the population has access to safely managed drinking water and less than 35 percent of Indians get drinking water in their households, forcing women and adolescent girls in rural areas to travel 3-5km each day to fetch water. According to UNICEF, chemical contamination of water, mainly through fluoride and arsenic, is present in 1.96 million dwellings. Moreover, two-thirds of India's 718 districts are affected by extreme

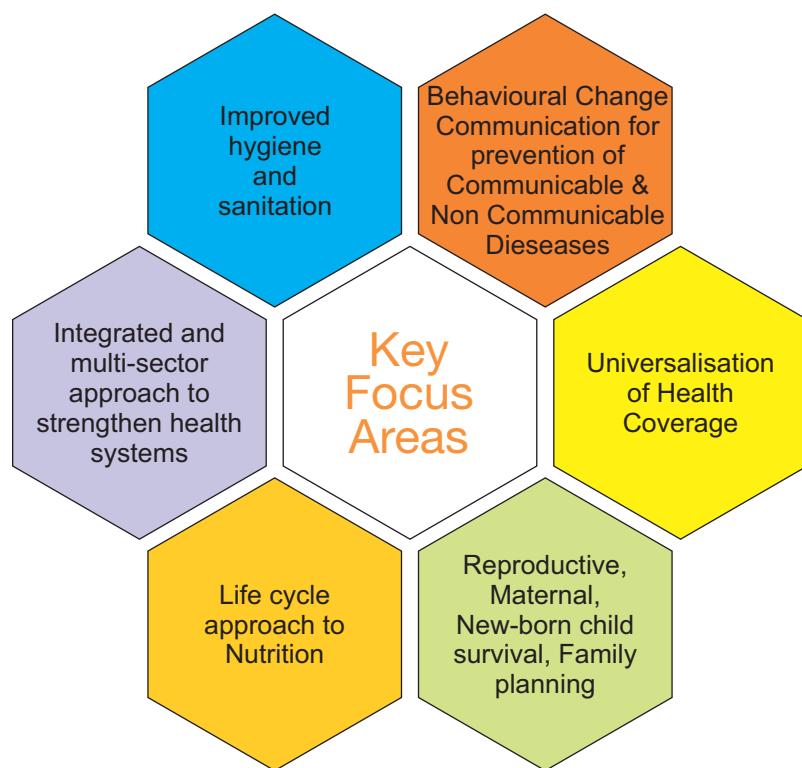
water depletion, and the current lack of planning for water safety and security is a major concern. Unsafe hygiene practices are considered one of the major causes for the spread of disease and high rate of child mortality. Improvements in water, sanitation and hygiene services contribute directly to quality of life and an important means of achieving other development outcomes.

To overcome these challenges, Global Pathfields adopts an integrated and multi-sector approach to strengthen health systems, nutrition and WASH sector by working at policy design, planning, service delivery and behaviour change communication.

Public Health and Nutrition: India needs to do better in ‘investing in children’s early years’ in health, nutrition, early childhood development as a critical down payment to long term competitiveness. Stunting affects 30% of under 5 children and nearly 60% from poor household. To overcome this challenge, we work towards improving the health and nutrition status of the most disadvantaged communities (with the focus on children (first 1000 days) by adopting an integrated approach targeting different stages of life and strive towards promoting optimal growth and development. We collaborate with state and national governments, private sector, and NGOs, to integrate health reforms and also strengthen Government’s RMNCH+A program at all levels. Despite all the concentrated efforts by many stakeholders, challenges to last mile delivery of health services to remote populations remain unresolved. To address this, we partner with local communities to facilitate collective efforts by adolescents and youth, especially girls and young women to promote healthy behaviour and practices.

Under Water, Sanitation and Hygiene: An important aspect of WASH is menstrual hygiene. Almost half of the young girls are unaware of the biological processes of menstruation and many women still don't have access to menstrual absorbents. The unhygienic use of sanitary products and their inappropriate disposal, coupled with lack of facilities related to WASH, lead to higher instances of infections in women. According to the Annual Status of Education Report (ASER 2018), as many as 7.4 percent of girls drop out of school between the age group of 11-14 years once they start menstruating. A significant number also miss school days each month during their period, either due to societal pressures or lack of access to menstrual products. Our interventions ensure that girls have access to WASH facilities at school/AWC that bring about a behaviour change to promote hand washing practices, resulting in a reduced absenteeism and dropout rate of girls, thereby promoting safe health and hygiene practices.

Our WASH initiatives reduce disease incidences, improve drinking water systems, and promote access to toilets and hand washing facilities and advocate the essential role of safe water, improved hygiene and sanitation. Our work comprises a range of interventions including promoting community owned programs focusing on behaviour change at household / school / Anganwadi/village/slum level, leading to water and sanitation services and open defecation free areas. To ensure the sustainability of our interventions at the field level, we promote and strengthen community institutions to advocate for and ensure clean water and decent toilets in the local communities. We create awareness of WASH issues, trigger demand from citizens and local government bodies for solutions and identify scalable WASH solutions that could be easily replicated and scaled up through both Government and the private sector.



Snapshot of Social Responsibility Initiatives completed in 2019-20



Smile Foundation and Pepsico Foundation: Social and Behavior Change Communication Strategy (SBCC) and Information, Education and Communication (IEC) development for Maternal and Child Health and Nutrition Project in Rural Andhra Pradesh

Global Pathfields provided technical assistance to the CSR teams of SMILE Foundation and Pepsico Foundation on their Maternal and Child Health and Nutrition Project in Rural Andhra Pradesh.

Pradesh. The project on improving the nutritional status of Children and Pregnant & Lactating Women was launched in 12 villages surrounding Sri City SEZ Area of Chittoor District in the state of Andhra Pradesh and Gujarat for a period of 3 years. The project aims to improve the nutritional status of the target population.

Global Pathfields provided technical support to the project by designing social and behaviour change communication strategy, developing the information, education and communication material for children between (6months to 6 years), school going children (7 years to 10 years) and pregnant and lactating women. To strengthen implementation of the nutrition schemes and programs, we designed a flipbook and posters in English, Hindi and Tamil language that portrays pictorial informative presentation of the maternal, new born and child health care. This informative and pictorial behavioural change communication tool, effectively answers about the care of the new-born and recently delivered mothers at home, helps the mothers and family members to identify sick new-born and plan the appropriate management and informs about the immunization, birth spacing options and available support system within reach. Besides this, our team also build the capacities of the facilitators and programme teams of the project on SBCC tools.

Environment and Sustainability



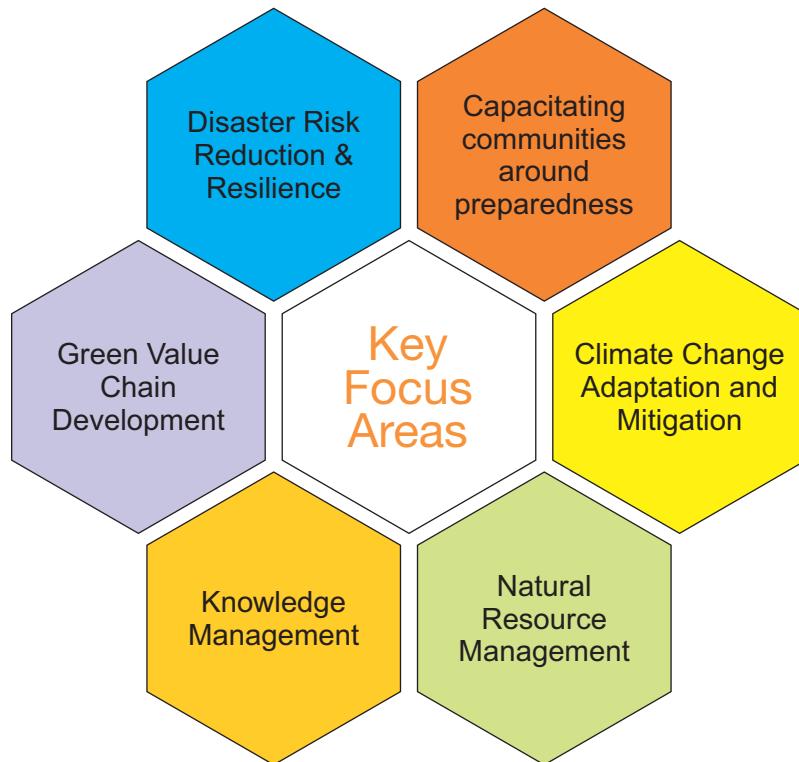
Global Pathfields is a new age organization committed to work on environmental and sustainability issues. We believe that climate change and environmental degradation are one of the major impediments towards achieving sustainable development. Due to rapid urbanization, a larger area in India is struggling with environmental degradation, inadequate infrastructure, and a lack of basic services, such as water supply, sanitation, and waste management. The nature and form of urbanisation also influence "risk of" and "vulnerability to" natural disasters in a number of ways. Over a period of time on one side, extreme weather events are increasing by frequency and intensity, on the other side a more long-term and equally dangerous effect is seen on rising temperatures. As per ILO, due to heat stress the loss in productivity by 2030 could be the equivalent of India losing 34 million full-time jobs. Available evidence suggests

temperature increase of 2°C in India is projected to displace seven million people. Moreover, climate change and environment degradation are not only impacting livelihoods but lives as well. Last year, as many as 2400 Indians lost their lives to extreme weather events such as floods and cyclones.

To overcome above mentioned barriers, India is committed to Nationally Determined Contributions within the framework of the Paris Agreement on Climate Change. Contributing to the national agenda, we at Global Pathfields are committed to support our partners through our advisory and field implementation support by designing high impact on-ground interventions around climate-smart agriculture, green value chain development, use of renewable sources of energy and natural resources management. Our empanelled experts have a rich experience in strengthening institutional capacity around

disaster risk reduction, emergency preparedness as well as designing climate change adaptation and mitigation strategies. We constantly strive towards building disaster resilience into communities. Through our rich pool of experts, we strive towards supporting

our partners in building resilience to climate change and as well as develop monitoring and evaluation frameworks for new and existing programmes to incorporate adaptation and mitigation measures.



Snapshot of Social Responsibility projects completed in 2019-20



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l** **a Foundation: End line Assessment of Mission Recycling (Support my School Campaign) in Uttar Pradesh, Karnataka, Andhra Pradesh and Tamil Nadu**

In partnership with Coca-Cola India private limited (CC IPL), Plan India implemented Support My School (SMS) Campaign under its CSR initiative. This campaign focussed on improvement of school infrastructure to ensure availability of WASH facilities at the school level and imbibe hygiene behaviour among children. Considering the success of the project and mandate of the Government of India's call for Swachha Bharat Swachha Vidyalaya, this partnership has taken an initiative to create a

common platform at schools and community level, which could focus on management of plastic waste. Global Pathfields conducted an end line assessment of the Support My School Campaign.

During the assessment, our team measured the level of engagement of children and community for environment protection in the targeted schools and community, assessed the change in knowledge, attitude and practice on waste management especially plastic waste and captured good practices and lessons learnt from this project. We observed that the project has created replicable models of solid waste management, which can be implemented by the Municipal Corporation, Gram Panchayat, Swachh Bharat Mission, local Coca-Cola bottling plant and other stakeholders. This has been achieved by the project by working closely with the School Education Department, the Municipal Corporation and the District Administration at all stages of the program.

Specifically it was inspiring to interact with the school children, where they not only showed their willingness to get engaged and support the initiative for keeping the school environment clean, but also suggested ways through which they can contribute better.

Our recommendation to Coca Cola and Plan India team includes strengthening value chain of waste collectors by creating institutional mechanisms for collection, segregation and disposal of waste; adoption of 3Rs strategy - Reduce, Reuse & Recycle; and continue to engage with Enviro club (established as an activity under this project), members from school and community as ambassadors and trainers to scale up the program in the adjoining areas. The project learnings could be used to promote waste management as a source of livelihood and entrepreneurship for rag pickers and promotion of circular economy.

Monitoring Evaluation and Impact Assessment

Monitoring, Evaluation and Impact Assessment is a cross-cutting service across our 4 key sector thematic areas: Child Rights and Education, Skills Employability and Inclusive Economic Development, Health, Nutrition and Water, Sanitation & Hygiene and Environment and Sustainability. This area continues to grow and play a key role across all our programmes.

Our team has a robust understanding of both quantitative and qualitative analysis and efficient in generation and use of evidence in designing high impact development programmes for the organization and our clients. We support our partners with designing and implementing adaptive and participatory monitoring, evaluation and learning (MEL) approaches. Also, we support our partners by conducting feasibility studies, developing the theory of change, programme variables, impact assessment and results-based management processes. We also provide our services that help our partners to manage their projects on time and within budgets. Our services cater to all stages of the programme cycle: design, implementation, capturing learnings at the end of programmes, and shaping the future policies and implementation practices. To support our partners to evaluate impact on stakeholders, identify ways to improve performance, and enhance the performance of investments our team is trained on using Social Returns on Investments framework. With the use of SROI, we support our clients to manage and communicate the social value a project creates in the form of a measurable number that can be understood by all relevant stakeholders. Besides this, few of the other approaches used

by our team includes: outcome mapping, participatory evaluation, randomized controlled trial and contribution analysis.

We work with donors, multilateral agencies, international financing institutions, civil society organisations, private sector and offer innovative and efficient solutions for participatory MEL and impact assessments. Our team has embraced the use of technology to collect, manage and analyze data. We use innovative approaches to M&E, using information and communication technology enabled tools to harness the power of technology to reduce the costs of gathering real-time data. Our team strives towards evaluating the progress of impact initiatives and support the clients in communicating the development success in a clear, concise and compelling manner to ensure sustainability of the initiative. With gender and inclusion being a key component of our work, our approaches are focused on continuous improvement and learning with organisations, development sector and high impact programmes. We ensure that that our evaluation systems include the opportunities for the feedback from a wide range of stakeholders particularly the direct and primary stakeholders. Our team has extensive experience in conducting impact evaluations of complex programmes by using Organisation for Economic Co-operation and Development (OECD) acceptable and standardized methodologies. We are equipped to contextualise the evaluation designs to fit diverse geographical and social contexts.

Snapshot of Strategy projects completed during the year

MAMTA Health Institute for Mother and Child: Improving Health seeking Behaviours on Maternal and Child Health in 4 states (Bihar, Jharkhand, Karnataka and Maharashtra) by Incorporating Common Reproductive Mental Health Issues in Current RMNCH+A Strategy

Our team conducted the end line assessment of an innovative project of MAMTA Health Institute for Mother and Child to address the reproductive, maternal and mental health of the mother and adolescents through a peer led approach. MAMTA Health Institute for Mother and Child started implementing the project with Philips in 2017 in 4 states of India Bihar, Jharkhand, Karnataka and Maharashtra. The project aimed at addressing reproductive, maternal and mental health of the mother and adolescents through a peer led approach.

Our assessment of the project aimed to determine the relevance and level of achievement of project objectives,

development, effectiveness, efficiency and impact. For this, we covered a multi-dimensional analysis of programmatic indicators for the pregnant, lactating mothers, adolescent girls and boys involving a multidimensional analysis of various interventions, barriers and challenges. We evaluated the positive behavioural changes in direct and indirect beneficiaries of the project on reproductive mental health issues towards improvement.

To ensure sustainability of the interventions beyond project life, our recommendations include continuous engagement with the community through a rigorous engagement plan, techno managerial support during sector meetings of ICDS and Health, convergence with the existing initiatives at the local level and design community based behavioural change communication campaigns specially addressed to young boys and girls.

Our Partners

Since inception of our development journey, we have been fortunate to get support from diverse group of organisations. In Global Pathfields, we emphasise a lot on partnership development across thematic areas and spectrum and diversify our partnership base. As a result of our approach, in very first few years of our existence, we received overwhelming support from Government of India (various ministries), Multilateral agencies, International NGOs, Philanthropies and Foundations, Pharmaceutical Industry, Associations and Academic Institutions. Some of the major donors and partners we have partnered include:

- Super Human Race, USA
- UN Global Compact
- Milan Foundation
- Department of Education, Govt. of NCT of Delhi
- Sakhi Saheli
- Ministry of Textile, Govt. of India and PwC
- Plan International (India)
- Plan International (UK)
- Smile Foundation
- Pepsico Foundation
- Novartis Pharma AG
- Abbott Healthcare
- European Union and IGSSS
- Coca Cola Foundation
- Indian France Chamber of Commerce & Industry
- Humana People to People India (HPPI)
- Azim Premji Philanthropic Initiatives (APPI)
- Department of Social work, University of Delhi
- Ministry of Skill Development and Entrepreneurship, GoI
- International Platform for Cooperation, (Turkey)
- Federation of Indian Chambers of Commerce and Industry
- Confederation of Indian Industries
- Jagran Pahel
- Institute of Management Studies, Indore
- Navsrishti,
- Dr. A. V. Baliga Memorial Trust
- PricewaterhouseCoopers (PwC)
- Knowledge Management Associates, Austria
- Indo Global Social Service Society

Our Team and Governance Systems

Our core team at HQ



Consultants

- Dr. Prachi Singh
- Mr. Ashish Purohit
- Dr. Mona Chopra

Field Team Supervisors

(on Roster and called upon as required)

- Sanjukta Purkayastha, North East
- Rajesh Majumdar, Tripura
- Aitullah Khumany, North and East India
- Deboshri Bhattacharjee, Karnataka

Our Partners Speak about Global Pathfields

Smile Foundation



Global Pathfields is one of the prime partner with Smile Foundation to develop IEC/BCC material on Nutrition, MCH, Anemia, WASH etc. They are providing technical support to

develop posters, flip book, facilitator guide for the projects supported by the reputed companies.

I am impressed with the creativity and innovative approach used to design the communication materials. The IEC materials drafted by the Global Pathfields were highly appreciated by the donor agency. The Organisation is well oriented, highly professional, organized and is always open to constructive feedback, making our business relationship both effortless and pleasant.

Gaurav Joshi founder of the Organisation is very dedicated and sincere. Gaurav is a self-motivated, persistent hard worker, diligent, desire to experiment and always finding new ways to achieving the results is unparalleled.

I congratulate Gaurav and his team for the success and achievements they have made in short period. All my best wishes to Global Pathfields for their future endeavors.

Nirmala Mishra
Assistant Vice President
Smile Foundation

Adventz Group (Dr. K.K Birla Group of Companies)

I have found Global Pathfields a result oriented, technically sound institution dedicated to



providing development support and execution. The institution has already made a significant contribution to many mid-size and large size donor funded as well as state driven programs in the county.

I am sure, that under the strong leadership of Mr. Joshi, and with a robust and transparent organizational system in place, Global Pathfields is all set to provide leadership in developing innovative partnerships, and solutions to address complex social problems.

Alok Kumar
Head - Corporate Social Responsibility (CSR)
Adventz Group (Dr. K.K Birla Group of
Companies)
www.adventz.com

IGSSS



Our work with Global Pathfields was a positive experience. They helped us in the analysis of data for our Baseline for Enabling Inclusive Cities Project

commissioned by European Union. The analysis includes more than 5000 surveys, involving a complex set of variables and parameters. The document has been widely appreciated in the civil society sector and especially amongst the organizations working with Homeless.

The best part of working with Global Pathfields

apart from their analytical skills was their adaptive capacities to engage with nuanced issues like urban homelessness and also the ability to work with diverse stakeholders that were involved in the making of the report. Also, really value their commitment to the task and quick turnaround time in adverse time constraints that we had as a team.

I wish them success in the year ahead and also look forward to working with them.

Arvind Unni

Urban Poverty Reduction Thematic Lead
Indo Global Social Service Society (IGSSS)
New Delhi

Abbott Health Care India Limited



In the many years of my experience in public health and development sector, I have come across very few organizations that have a strong team, a robust methodology and attention to detail

when it comes to conducting and evaluating community-based projects. Global Pathfields, has a rare mix of strategy, field implementation and MLE.

It gives me immense pleasure to see Gaurav and Global Pathfields grow with every passing day. Having worked at the intersection of health, development and policy domains, I feel that humanitarian and development work needs more organizations like Global Pathfields that not only excel in the execution of projects but are equally good at measuring and evaluating them.

Dr. Gaurav Arya

Regional Director (Patient Access)
Abbott Health Care India Limited

Confederation of Indian Industries (CII)

Current pandemic COVID 19 presents huge



opportunity to Global Pathfields in the areas of Skill Development and Inclusive Public Health Services for Indians.

Delivery of Skill development through digital platform for people who are still not part of digital infrastructure is huge challenge for our country since classroom trainings and gathering of people are going to be difficult in coming months and there and there are chances that post COVID there would be more acceptance for online vocation education among employers both ends of supply and demand side. Global Pathfields through international collaborators can bring the best from international partners and put it to the service of Nation.

Similarly delivery of public health services through digital platform is a great opportunity for Global Pathfields to develop new and innovative models which can bring these services to the doorsteps of people of the country who are still not able to access basic health services and there huge gap exists between the quality health care and poor population of our country.

The organisation has done exemplary work in the last few years to make all of us proud and I hope it will venture into hard core solid implementation of projects which will bring many more benefits to its stakeholders and community.

Manish Kumar

Deputy Director-International
Confederation of Indian Industries (CII)

Humana People to People India



It is overwhelming to know that Global Pathfields is playing a pivotal role in uplifting the overall quality of life for the most vulnerable population of India through

various in-house inclusive development programs. I was glad to learn that each of the programs has been crafted with utmost precision, keeping in mind every element that is a must for the population on focus i.e. children, women, youth and the community.

Seamless planning and execution of various programs like SEED, WASH, Waste Management, Support My School Campaign, etc are milestones achieved in no time, that has not only garnered trust and admiration from various partners, however has also increased the geographical presence of the organisation, nationwide.

I must mention that, the dedicated team of Global Pathfields team is on a long journey of offering their services to the not so fortunate one's of our society, hence what you have accomplished till date is remarkable and exemplary.

Keep up the good work and scale new heights team!

All the best for your future endeavours

Chandan Verma

National Partnership Officer-Govt. & CSR Partnerships
Humana People to People India

United Nations Global Compact Network India



Global Pathfields is a not for profit Organisation and at the forefront of addressing the development challenges related to Sustainable Development Goals (SDGs) in India. With an organized, dynamic, passionate team that is dedicated to making a niche for themselves and contributing substantially in the development sector.

The organization has been a joy to work with and is having a positive impact on the

communities.

We have been impressed with their unwavering commitment to bring positive changes in the lives of the disadvantaged communities, quality of their work, speed, dedication and professionalism in their programs, make the organisation a distinct entity.

The organisation through its program implementation bringing the changes in the lives of disadvantaged communities, and developing development models, which could be scaled up further by the donor and the Government. Global Pathfields emphasizes positive action for community involvement and desired outcomes.

Furthermore, the organisation in a short span of time, develop a strong partnership with various national and international organisations and demonstrated presence on various policy forums as well. Global Pathfields has been a proactive supporter of United Nations Global Compact Network in India and contributed substantially on the policy discussions and global forums.

We highly appreciate the efforts of the Global Pathfields and recommend them for the partnerships with the private sector, UN and Government.

Deep Chandra Papnoi

Programme Manager
United Nations Global Compact Network India

Knowledge Management Associates, Austria



KMA Knowledge Management Associates GmbH based in Vienna, Austria, working as a provider and developer of Knowledge Management (KM) services. Our mission is to support companies, their employees, as well as cities and regions in achieving outstanding business results through

excellence in KM. We work in Europe, Asia and Africa, and also support knowledge partnerships and business collaboration for sustainable development.

KMA and Global Pathfields developed a Knowledge Partnership to promote a liveable, effective and sustainable knowledge community, the exchange of ideas and experiences and setting initiatives and strengthening KM society in India.

The purpose of this partnership is to develop groundbreaking concepts, methods and instruments for the implementation of Knowledge Management in India and support Government, Private Sector and International Organisations.

During our collaboration, I have found Global Pathfields a result oriented, technically sound institution dedicated to proving development support and execution. It is overwhelming to know that Global Pathfields is playing a pivotal role in the empowerment of disadvantaged communities in India and also contributing substantially in the policy forums at national

and international level.

I am sure, that under the committed and professionally strong leadership of Gaurav and with a robust and transparent organizational system in place, Global Pathfields is all set to provide leadership in developing innovative partnerships, and solutions to address complex social problems.

The organisation has done exemplary work in the last few years to make all of us proud and I hope that the growth journey will be further proliferate in the years to come.

I congratulate Gaurav and his team for the success and achievements they have made in short period.

I look forward to our cooperation and joint interventions in India.

Dr. Andreas Brandner,
Managing Director
KMA Knowledge Management Associates
GmbH
Gersthofer Straße 162, 1180 Vienna

Our Publications

