



# #EmbraceEquity

Planet IPE  
MARCH 2023





ASHWAJIT SINGH

*“More and better gender data are needed to accurately diagnose the barriers and spur the necessary policy dialogue on gender equality that drives change.”*

*“Women are the largest untapped reservoir of talent in the world.” – Hillary Clinton*

Including women and other underrepresented groups in technology leads to more inventive solutions and increases the likelihood of breakthroughs that support gender equality and cater to the needs of women. In contrast, their exclusion has enormous economic costs: according to **UN Women’s Gender Snapshot 2022 study**, women’s exclusion from the digital world has cost low- and middle-income nations \$1 trillion in the last ten years, a loss that will increase to \$1.5 trillion by 2025 if nothing is done.

Embedded bias can be dismantled, and gender equality can be accelerated through inclusive innovation and education, opening up previously unimaginable opportunities for both men and women. Even though women are underrepresented in all fields, including science, technology, engineering, and mathematics, we know that new technologies, in combination with a lack of access to education, can also erect new obstacles to women’s full participation and impede efforts to achieve gender equality.

“More and better gender data are needed to accurately diagnose the barriers and spur the necessary policy dialogue on gender equality that drives change.” Gender inequities continue to hold women back. But positive change happens when we stand up to discrimination, learn how to be an ally, and build one another up. This International Women’s Day let’s embrace equity that supports innovation and technology to build a gender equal future.

## Views on Women and Leadership

### A look at the numbers



Credit: <https://www.forbes.com/sites/christinecomaford/2021/06/26/what-people-really-think-about-females-in-leadership-infographics/?sh=2ef541b36606>



## Editor's Note



*“85% of women globally have experienced or witnessed digital violence against other women (UN statistic)”*

With a focus on **“DigitALL: Innovation and technology for gender equality,”** this year’s theme of International Women’s Day (IWD) explores the impact of digital gender gap on widening economic and social inequalities.

Digital technology advancements have enormous prospects for addressing humanitarian and development issues and achieving the Sustainable Development Goals set forth in the 2030 Agenda. A better understanding of rights and engagement among women and girls can be raised by using a gender-responsive approach to innovation, technology, and digital education.

Focusing on the IWD theme, the edition emphasises on how gender equity is a ‘must have’ if we want equality. And, technology plays an integral role ...

*Happy Reading*

- TANYA SINGH

Bringing women and other marginalized groups into technology results in more creative solutions and has greater potential for innovations that meet women’s needs and promote gender equality. Their lack of inclusion, by contrast, comes with massive costs: as per **UN Women’s Gender Snapshot 2022 report**, women’s exclusion from the digital world has shaved \$1 trillion from the gross domestic product of low- and middle-income countries in the last decade—a loss that will grow to \$1.5 trillion by 2025 without action. Reversing this trend will require tackling the problem of online violence, which a study of 51 countries revealed 38 per cent of women had personally experienced.

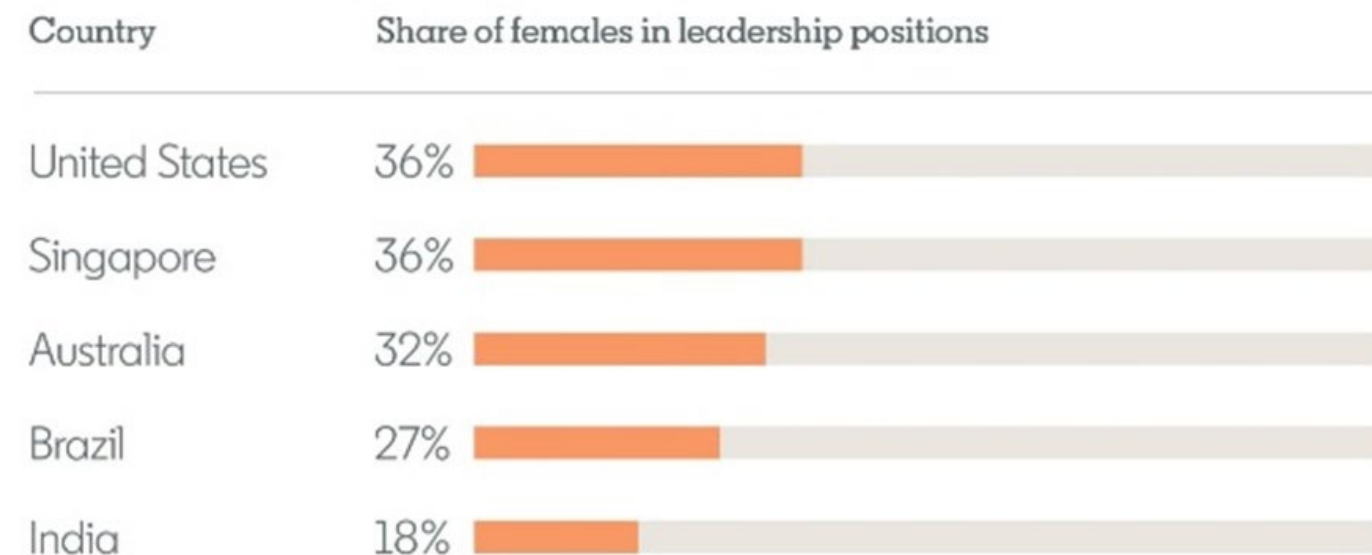
**UN Women**

Credit: <https://resumelab.com/career-advice/female-boss>



## Leadership suite gender imbalance

Women occupy only 18% of leadership roles in India



**LinkedIn**  
News

Source: LinkedIn Economic Graph

Note: Leadership reflects Director+ or C-suite positions. This is as per LinkedIn’s perspective on the labour market, based on a few countries that we handpicked. Data is as of mid-February, 2022. The data reflects the number of females holding current leadership roles as share of the number of males and females in leadership positions.

Credit: <https://www.linkedin.com/pulse/gender-equity-progress-made-miles-go-dipti-jain/>

## SHE SAID IT Words from women who inspire

“I hope in return I leave behind a belief that you can be kind, but strong; empathetic, but decisive; optimistic, but focused; that you can be your own kind of leader - one that knows when it's time to go.”

- JACINDA ADERN

40<sup>th</sup> Prime Minister of New Zealand in her resignation address



“Reaching the Presidential post is not my personal achievement, it is the achievement of every poor in India. My election is evidence that the poor in India can not just dream but also fulfill those dreams.”

- DROUPADI MURMU

India's first tribal president



“I've become a voice. I'm there to call out the discrimination, call out stereotyping, and bring out the gender perspective. I'm the voice that nudges, reminds, and suggests ways to improve ourselves and make our system more inclusive.”

- JUSTICE AYESHA MALIK

Pakistan's first Supreme Court judge





# WOMEN CHANGEMAKERS

Women are now, more than ever, an integral part of India's success story. We bring you stories of women who've transformed their lives through IPE Global's projects:



**NISHA** - A 35-year-old single mother, one among the many, a POSHAN Champion under Rajpusht who is not only combating malnutrition but also exemplifying the financial empowerment, autonomy and mobility of women in Rajasthan, a state that is still under the sway of the ghonghat (veil) and other patriarchal structures.

**MEENAKSHI** - Amongst the 1400 labour room staff members trained under the VRIDDHI project, she underwent training to monitor labor using partograph which helped her save life of a mother with breech delivery case.





**BHARATI** - Working as an Accredited Social Health Activist since 2012, I started attending workshops and training sessions organized by Rajpusht team in 2018. I was trained and supported by them to raise awareness on malnutrition through community engagement. My efforts were acknowledged and I received awards from Health Department, Office of the District Collector, Udaipur, and also Plan India.”

**VARTIKA** - A 14-year-old drop-out of school whose father could only afford education for his son and asked her to get married. Earlier he was reluctant to enroll his daughter for UDAAN scholarship, but the girl was determined and reached out to her school-teacher explaining the situation. The UDAAN facilitator visited her home to counsel her father and explained him about the ease of education expense with the scholarship scheme and how her education can alleviate them from poverty.



**MRIDULA** - A nursing staff from Swami Rama Himalayan University (SRHU), Uttarakhand, I underwent trainings on mechanical ventilation, critical home care which empowered me to bridge the skill gap in health systems through trainings by Wipro GE, under USAID-supported SAMRIDH.

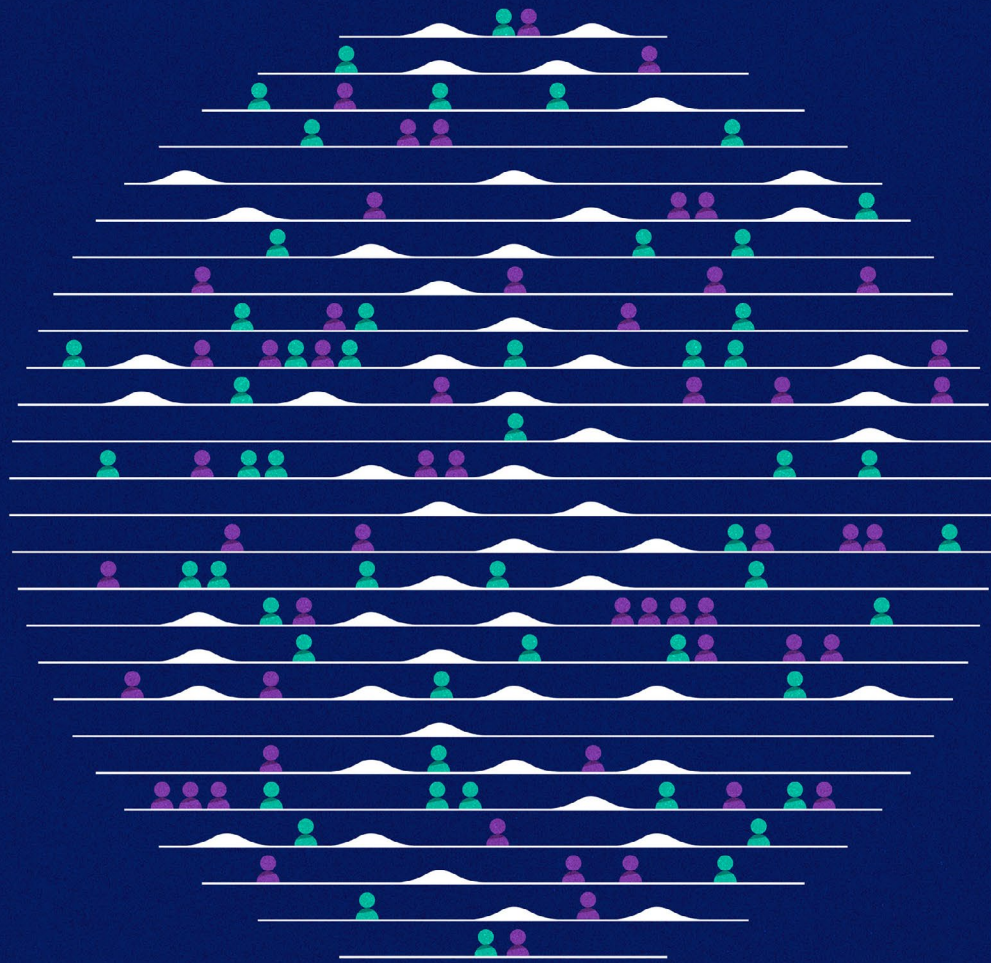


**KASHISH** - Hailing from Gulapura village in Bhilwara district, Rajasthan, 18-year-old translated her dream of becoming a doctor into becoming a diligent general duty assistant, providing nursing care to patients under Project MANZIL.



# GLOBAL GENDER GAP INDEX

The Global Gender Gap Index benchmarks the current state and evolution of gender parity across four key dimensions (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment). It is the longest-standing index which tracks progress towards closing these gaps over time since its inception in 2006 by the World Economic Forum.



## Here are key findings from the Index results in 2022:

At the current rate of progress, it will take 132 years to reach full parity.

Iceland remains the only economy to have closed more than 90% of gender gap.

Across 146 countries covered by the 2022 index, the Health and Survival gender gap has closed by 95.8%, Educational Attainment by 94.4%, Economic Participation and Opportunity by 60.3% and Political Empowerment by 22%.

South Asia has the widest gender gap on Economic Participation and Opportunity, having closed only 35.7% of gender gap.

North America is the most advanced region in terms of closing the gender gap. The population-weighted average score for the region is 76.9%, which reduces the number of years it will take to close the gap from 62 to 59 years.



# DigitALL: Innovation and Technology for Gender Equality

The theme for this year's International Women's Day aims to recognise and celebrate women and girls championing the advancement of transformative technology and digital education



Key projects leveraging inclusive & transformative technology for a gender-equitable future:

## UDAAN

A 360° approach to prevent adolescent pregnancies in Rajasthan, Udaan has effectively improved awareness around sexual & reproductive health in adolescents through an innovative Human Centred Design (HCD). Digitized content was uploaded on e-kaksha (e-learning platform under Government of Rajasthan) for wider reach. Concepts of gender roles, gender stereotypes & consent were integrated.

### Key Outcomes

52,650

Girls enrolled in secondary school

29,849

Child marriages prevented

14,650

Teenage pregnancies averted

“Social Economic Empowerment (SEE) sector's idea of inclusive development adopts use of technologies for empowering women and girls. We creatively use digital platforms, social media, and apps for women and girls' social and economic growth.”

**RAGHWESH RANJAN**  
Senior Director, SEE





## AntaraRaj: Web based management and decision support system for injectable contraceptive users

Under UDAAN, IPE Global developed AntaraRaj (Antara Injectable Contraceptive Information Management System), a web-based application that enables users to follow up the dose(s) of MPA acceptors. It is done through sending reminders of subsequent doses via SMS. It also reflects the possible reasons for discontinuation of the method. With built-in intelligence to identify due patients, it uses both traditional text messages as well pre-recorded outbound dialling (OBD) as reminders.



## Indira Gandhi Matritiva Poshan Yojana

The Government of Rajasthan's Indira Gandhi Matritva Poshan Yojana (IGMPY) is a first-of-its-kind maternity benefits programme which is unique in several ways. It combines cash transfer with behaviour change programmes to increase household resources for investment in food for pregnant women and encourage women and households to eat healthily. It is also a paperless scheme where women are automatically enrolled if they meet the conditionality. For the first time in any state, a complete cash-plus programme is being implemented on a state-wide basis through the project run by IPE.







## MANZIL

Manzil has successfully enabled young women to take up skill training courses in healthcare, retail, and IT. This has opened a variety of economic opportunities for them, allowing them to provide for their families & prevent early marriages.

### MAP: MANZIL APP

✓ 40,000+  
Girls aged 18-21 years  
registered

✓ 50+  
Skill Development Centres and  
15 trades registered

✓ 500+  
Gender-audited employers  
registered

## RajPusht

RajPusht seeks to reduce the prevalence of low birth weight and wasting among children in five tribal districts of Rajasthan, India. To address the challenge of low-birth weight in Rajasthan, IPE Global designed and produced a scalable, cost-effective digital weighing machine which automatically captures the weight of an infant as well as its photograph with a timestamp at the click of a button. In the first phase, the devices were deployed in nearly 90 high birth load facilities and Special Newborn care units (SNCU's) in Rajasthan. A web-based dashboard is provided to the state department for monitoring and follow-up on birth weight.

### IoT enabled DWMs @ RajPusht

Accurately weighing newborns digitally

145

labour rooms in tribal districts of Rajasthan are  
equipped with Digital Weighing Machines (DWMs)

85% of 600+

staff nurses are skilled to accurately capture  
weight at birth using IoT (Internet of Things)  
enabled DWMs







## VRIDDHI: Multiple innovations under Vriddhi are improving healthcare for women in India:

SEWA App for high-risk pregnancies: Project Vriddhi collaborated with the State Government of Himachal Pradesh to overcome challenges of high-risk pregnancies and arranged follow ups at peripheral health sub-centres.

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**SEWA (Systems E-approach for Women At Risk)**, a mobile app designed for use by health workers, supervisors and linked referral units, including CEmOC services provides standard protocols of detection and follow up of HRPs based on Gol's newly developed algorithms for high-risk pregnancies. The app has streamlined a systems-based approach for management of high-risk pregnancies. SMS reminders ensure safe delivery for 93.4% high-risk pregnancies in remote, hilly areas of Himachal Pradesh.

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**MOYO monitor:** In partnership with Laerdal Global Health, IPE Global introduced the “MOYO: FHR monitor” to monitor fetal heart rate. It detects fetal heart rate in 5 seconds, filters out maternal heart rate, has an alarm to detect abnormal heart rate, and provides a histogram of the last 30 seconds. It enables the mother to move freely due to its portability and less weight.

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**Safe Delivery App:** In collaboration with Maternity Foundation, IPE Global will test the use of Safe Delivery app to provide skilled birth attendants direct and instant access to latest evidence-based clinical guidelines on Basic Emergency Obstetric and Neonatal Care (BEmONC). It contains the latest WHO clinical guidelines on BEmONC for infection prevention, post-abortion care, hypertension, active management of the third stage of labour, prolonged labour, postpartum haemorrhage, manual removal of placenta, maternal sepsis, neonatal resuscitation, newborn management, and low birth weight management. The application has 5-7-minute videos on the BEmONC guidelines.

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## RANI: Reduction in Anaemia through Normative Innovations

The RANI project under IPE Global is increasing demand for Iron and Folic Acid (IFA) tablets by changing social norms through point-of-care community testing using the HemoCue Hb 301 + Analyser. The instant digital results are shared at individual, group and inter-village levels with the beneficiaries, frontline workers, and other stakeholders. Real-time Program Monitoring for Knowledge (RPM4K) , a web and mobile application, has been designed to monitor and improve SBCC intervention strategies for RANI.



# Gratitude Wall



**Kritika Verma**

“She is an amazing colleague to work with. Her efforts make IPE a happy place to work at. Her creative skills make birthday celebrations memorable.”

- Binesh Kumar

“She is hard-working, patient, street smart, and an overall wonderful colleague to have. May you have a lot of success in your professional life.”

- Kamal Kishore



**Priyanka Nagpal**



**Iqra Salim**

“I appreciate your hard work, proactiveness, and accountability to deliver impeccable work. Thank you for being someone I can always count on!”

- Gaurav Verma



**Tanya Singh**

“Ma'am, your continuous support, and mentorship over the years have been so valuable to me. Thank you for everything you do!”

- Vipin Kumar

“I want to thank Satvika for being an amazing guide. I enjoy working with her and can see a bright future.”

- Kritika Verma



**Satvika Saxena**



**Amrutha Nair**

“As my buddy, you made my joining day smooth and warm. I would like to appreciate your efforts in introducing me to everybody and making me feel like a family member at IPE Global.”

- Mohammad Tabish



# Gratitude Wall



Aishwarya Parattu  
Nizhat Jahan

“ Thank you, Aishwarya & Nizhat for being wonderful team players & giving your best. It's a privilege and joy to know you! ”

- Vishal Chaudhary

“ Happy Women's Day! Your commitment to work is remarkable and inspiration to many. ”

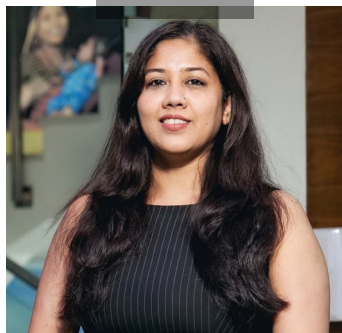
- Purushottam Kumar



Diana Daniel

“ Kavita is extremely patient, calm and inclusive in her approach which makes her a true HR professional. I admire her problem-solving attitude and the ability to understand everyone's perspective in a non-partisan way keeping organisation's values intact. ”

- Ritika Pandey



Kavita Fadnis



Niharika Srivastava

“ Our friendship is a flower that blossoms every day! You believed in me since day one (and before!). I am grateful for your trust, which inspires me to be the best version of myself. ”

- Carolina Rota

“ Working in an all female team as the only guy, I am thankful to the insights and perspectives that I'm privy to every day. They treat me with respect and have created an environment conducive to learn from. ”

- Praveen Ganesan



CKD Team

“ You are an amazing friend and colleague. I feel positive and more confident in your presence. You inspire me to take up new challenges in the most efficient manner. ”

- Anil Pathania



Sapna Subba



# Gratitude Wall



**Madhushree Dutta**

“ Thank you for being an understanding soul & go – to person who lends patient ear to everyone’s problems. Your Samosa & Pakoda orders has been the reason for our gains. More power to you! This Women’s Day, wishing you less of extra work hours, more appreciation & yummiest of food. ”

- Siddhesh Kakade

“ Thank you for all the selfless help you have provided to us, for the patience you have shown with our endless queries and the promptness with all our last-minute requests! I really appreciate it more than I could express. ”

- Deepika Joshi



**Navneet Singh**

## Looking Up And Ahead!





New Delhi



Kochi



Kozhikode



## Events

**LIVE**

**SPEAKERS**

**Ritika Pandey**  
Associate Director,  
Health, Nutrition and WASH, IPE Global

**Avishek Gupta**  
Managing Director & CEO,  
Caspian Belt

**Mitali Nikore**  
Founder,  
Nikore Associates

**Suhani Mohan**  
Co-founder & CEO,  
Saral Designs

**Neeta Rao**  
Senior Health Specialist,  
USAID

### SAMRIDH

Concordia Live, hosted in partnership with 2022 P3 Impact Award Winner SamridhHealth on Driving Inclusive Growth Through Gender Lens Investing

### SAMVEG

The team implemented an innovative model approach to prevent Post-partum hemorrhage (PPH) with the use of UBT device



**Key Indicators of Micronutrient Deficiencies**

Prevalence of folate deficiency 23.4 %	Prevalence of vitamin B12 deficiency 19.0 %	Prevalence of serum 25-hydroxy vitamin D<12 ng/ml 13.7 %	Prevalence of vitamin A deficiency 17.5 %
Prevalence of iron deficiency 19.0 %	Prevalence of low serum ferritin 12.1 %		

Dr. Harish & Dr. Prasant from SAMVEG team participated at the 30<sup>th</sup> International Pediatric Conference, Ahmedabad





## Education

The team met Jharkhand State Livelihood Promotion Society's senior leadership under Deen Dayal Upadhyaya Grameen Kaushalya Yojana to discuss the Skill Gap Study project

## Climate Change

Abinash Mohanty highlighted how coastal climate readiness can build resilience restore ecosystems, promote nature-based solutions and generate green jobs at the National Maritime Foundation's (NMF) Inaugural Coastal Resilience Conference

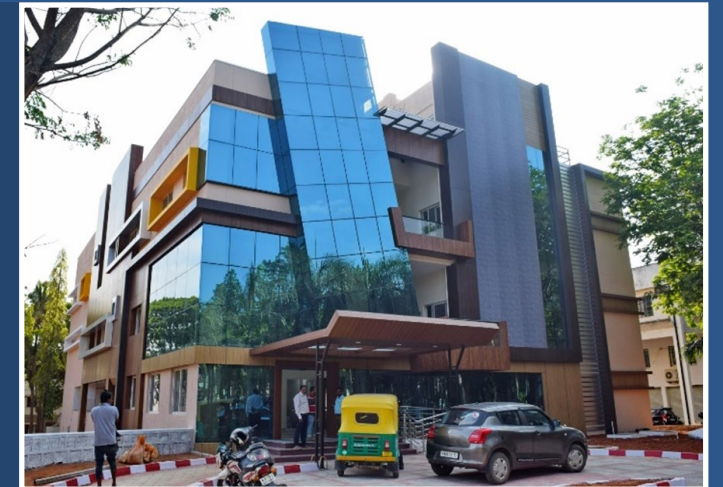


Abinash Mohanty highlighted how climate risks are disrupting netzero pathways & barriers to technological adoptions at the C20 Dialogues on Net Zero Targets

Team Urban had their strategic meet at Sariska Tiger Reserve, Rajasthan. The meet focused on team building activities for development of better understanding of planning, coordination, teamwork, and execution



Command and Control Centre Building at Tumakuru completed





# International Women's Day Celebrations!



# Congratulations!!



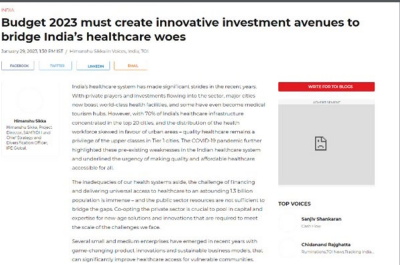
Contract signed between Ministry of Education and IPE Global, ESD team to provide international consultancy for Training of Trainers Capacity Development Training (overseas), to train 13 professionals in early identification and inclusion.

Sustainable Cities & Infrastructure team signed a contract with Greater Chennai Corporation under Integrated Urban Flood Management for the Chennai-Kosasthalaiyar Basin Project for Institutional Strengthening and Reform Consulting Services.





# In the Media



## Times of India - Voices

Budget 2023 must create innovative investment avenues to bridge India’s healthcare woes

- Himanshu Sikka



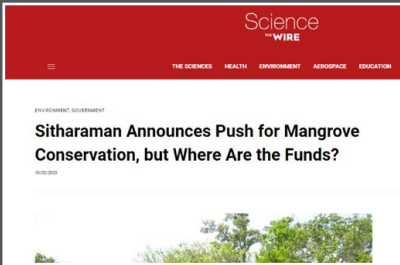
## FirstPost

How the government wants to take the lead on green growth

- Anil Bansal



New Guinness World Record facilitated by the PDMC team at Ujjain Smart City



## Science – The Wire

How Budget 2023 can bring climate adaptation action from margins to the mainstream

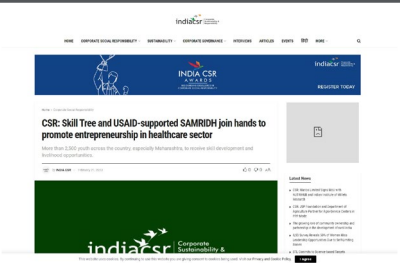
- Abinash Mohanty



## Deccan Herald

Social & infrastructural barriers to menstrual health and hygiene practices

- Ishika & Amrutha Nair



## India CSR

CSR: Skill Tree and USAID-supported SAMRIDH join hands to promote entrepreneurship in healthcare sector

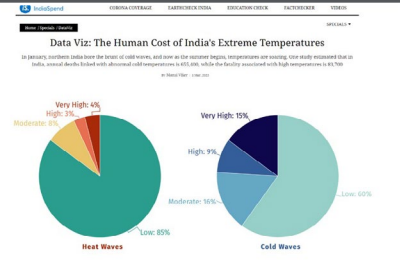
- SAMRIDH



## Hindustan Times

Gross Domestic Climate Risk

- Abinash Mohanty



## IndiaSpend & Scroll.in

Data Viz: The Human Cost of India’s Extreme Temperatures

- Abinash Mohanty



# Innovative Practices: Engaging women groups in Household Water Audit

By Saurabh Pandey – Community Mobilization Expert under the guidance of Mr. Babu Lal Sharma – Team Leader

In this participatory community mobilization activity, women from poor pockets are involved to understand water consumption and water conservation situation in households. This activity aims to scientifically audit the household water consumption habits and provide a snapshot of the situation along with the possible interventions to conserve water. Understanding consumption patterns in towns is a crucial part of understanding drinking water access in poorer areas. Knowing local consumption levels will help understand the whole picture, which will aid in finding solutions to the water crisis.

‘Water Audit with Women in Households’ activity requires the identification of poverty pockets in priority areas of execution, involving women’s groups like SHGs, Mahila mandals, Bhajan Mandali etc. It also aims to share the objectives of the water audit. To complete a water audit, you must first distribute an activity sheet and provide them with a pen to fill it out; this will include the number of leaking taps they see as well as their daily water consumption.

The water audit was initially field tested in Kuchaman City, later it got implemented in 5 towns i.e., Sirohi, Abu-Road, Mandawa, Khetri and Kuchaman City. About 50 women were involved as on date. The same shall be replicated in other towns with water supply schemes. [READ MORE](#)



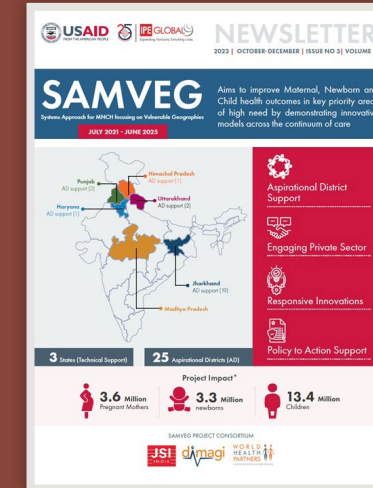
## Latest Releases



### Rajpushtika Nov-Dec 2022 Edition

Latest newsletter talks about the innovative ‘Network of WhatsApp’ reaching last mile households, and highlights of 2022

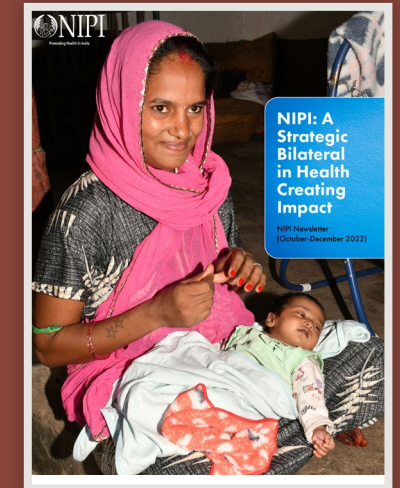
[READ MORE](#)



### SAMVEG Oct- Dec 2022 Edition

Released their recent newsletter on the recent innovations in maternal, newborn & child health

[READ MORE](#)



### NIPI Oct- Dec 2022 Edition

Released its quarterly newsletter’s latest edition- “A Strategic Bilateral in Health Creating Impact”

[READ MORE](#)





**Credits: Team Corporate Communication**

Tanya Singh, Shilpi Jain, Sapna Subba, Priyanka Nagpal, Dhriti Sharan, Roshni Subramanian, Priya Khurana

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