

SOCIAL & ECONOMIC EMPOWERMENT



We transform lives by creating inclusive and equitable development solutions, promoting overall social well-being.







Though there is substantial progress in the efficiency of public administration institutions, there are certain economies marked by extreme social and economic inequalities, particularly among women and marginalised groups.

We believe mainstreaming gender is critical to achieving long-term development goals. With experience in policy development, capacity building, adaptive management, community mobilisation, behaviour change communication, deepening social safety nets, beneficiary feedback analysis, poverty assessment, and evidence-based monitoring, we create inclusive and sustainable solutions. Our work can be classified into three broad areas -

Building Girl Capital by tackling unequal access to education, bolstering their voice and agency through sexual and reproductive health education, ensuring that they gain academic and vocational knowledge and building life skills so they have opportunities to generate income.

Empowering Women by addressing economic and normative barriers to improve health and nutrition outcomes of women and their children and by promoting sustainable livelihoods.

Nurturing Resilient Communities by promoting locally relevant climate adaptation packages, and conducting research in resilient food systems.





Our client portfolio is diverse

International Funding Organisations

Multilateral Agencies: UNFPA, WFP, UNDP, Democratic Governance Facility

Bilateral Agencies: FCDO

Government Organisations

State Governments

Philanthropic Organisations

Children's Investment Fund Foundation, Bill and Melinda Gates Foundation

Thematic Areas



Ending Systemic
Discrimination



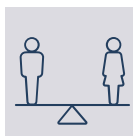
System Strengthening



Social Protection and
Safety Nets



Voice, Empowerment and
Accountability



Social and Behaviour Change
to tackle discriminatory social
and gender norms



Gender and Social Inclusion
Analysis and Mainstreaming in
Developmental Programmes

MAKING A DIFFERENCE WITH OUR WORK

Funder - Children's Investment Fund Foundation

Collaboration - Department of Women & Child Development, Government of Rajasthan

RAJPUSHT: Strengthening Care in the first 1,000 Days

RajPusht seeks to reduce the prevalence of low birth weight and wasting among children in five tribal districts of Rajasthan, India. The project follows a transformative pathway for improved maternal & child health by championing cash transfers for new mothers to help them purchase and eat a locally available nutritious diet. It focuses on a 360° Social & Behaviour Change Communication to create an enabling environment for adoption of recommended pregnancy care, childcare & nutrition practices.

Key Interventions

Supporting cash transfers to pregnant and lactating women

Implementing evidence-led Social & Behaviour Change Communication (SBCC) interventions

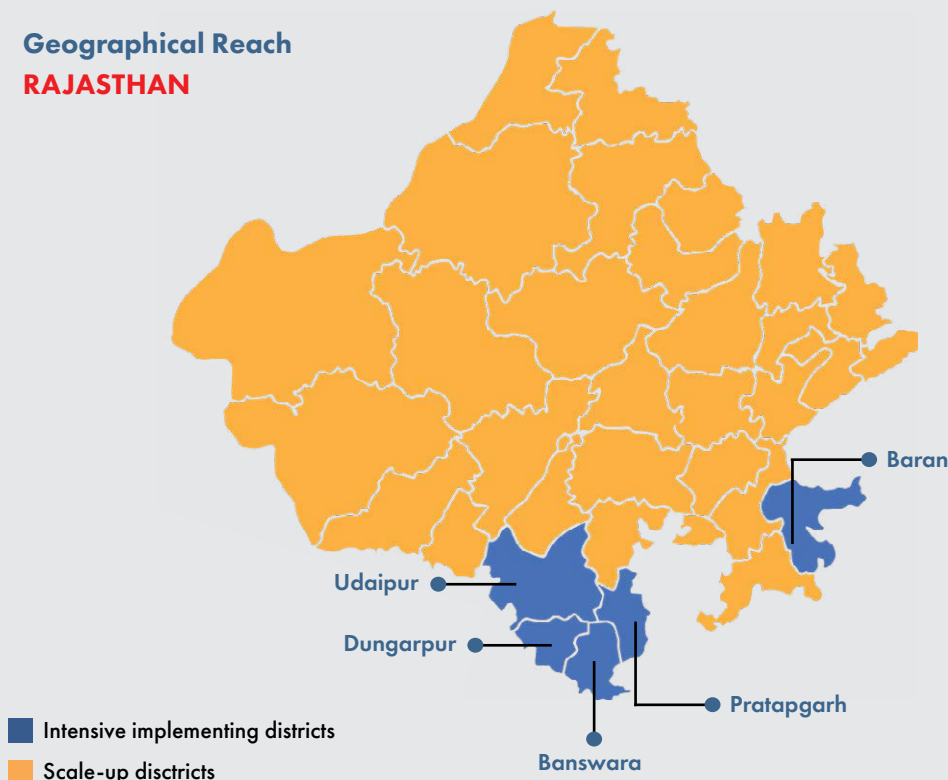
Fostering innovations in public financing for tribal health and nutrition

Building capacities of frontline government staff in counselling for Maternal, Infant and Young Child Nutrition (MIYCN) outcomes

Promoting technology integration to deliver health and nutrition services on time and without hassle to the citizens

Geographical Reach

RAJASTHAN



575,000

women received cash benefits for buying nutritious food



5,70,000 +

households counselled on the importance of nutrition for pregnant and lactating women and young children



21,000+

frontline workers trained



3,40,000+

newborns weighed accurately through innovative digital weighing machines



1,30,000+

community meetings conducted

Funder - Bill & Melinda Gates Foundation

Partner- George Washington University, USA

Collaboration- Odisha Livelihood Mission, Department of Panchayati Raj, Government of Odisha

RANI: Reduction in Anaemia through Normative Innovations

RANI was a clustered randomised controlled trial that tested the ability of a norms-based behaviour change intervention to reduce anemia. The project supported the National and State Governments' anemia reduction endeavours among Women of Reproductive Age (15-49 years). Using an innovative package of interventions, RANI promoted changes in social norms, knowledge, attitudes, and behaviours of WRA and pregnant women in Odisha to increase initial intake and adherence to iron and folic acid (IFA) consumption and reduce anemia.

As a local research and implementation partner we collaborated with Odisha Livelihood Mission, capitalising on the strength of the Self-Help Groups (SHGs) promoted by them in Angul. RANI was based on a unique design, that was implemented for the first time, where social and behavioural norms affecting an individual, key influencers, and the larger community were targeted to move the needle.

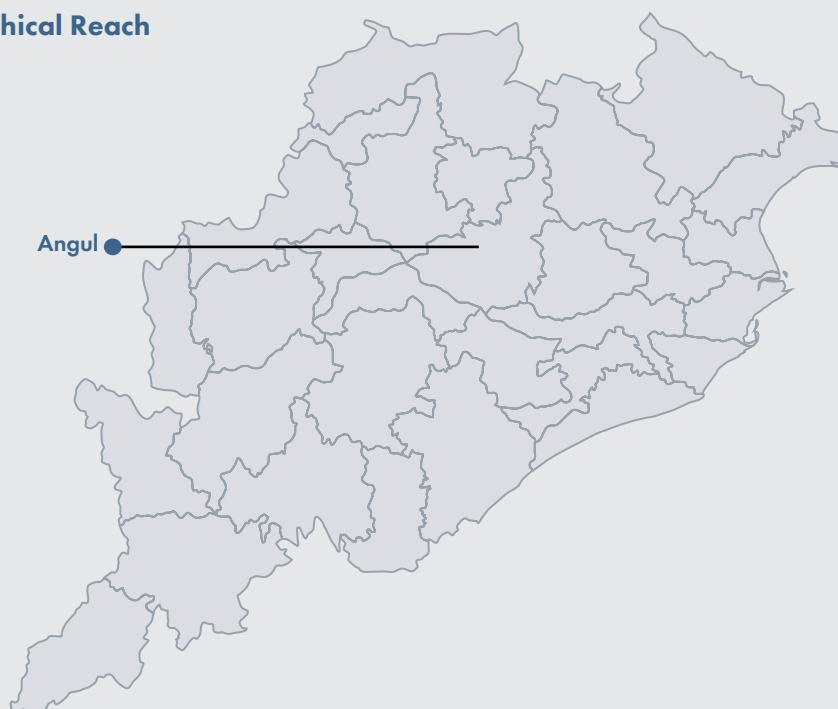
Strategic Approach

Lower
rates of
anemia among
women in rural
Odisha

Identify
the social norms
that impact
behaviours related
to anemia

Design
innovative social
norms solutions that
facilitate iron folic
supplement use

Engage
with self-help groups,
health workers
and the general
population in Odisha

Geographical Reach
ODISHA**17,000+**

women across 130
treatment villages
participated in the
RANI intervention.

**16,800+**

WRAs were tested
under the programme
and were made aware
of their hemoglobin
levels.



Proportion of anemic
women in the RANI
project decreased by
12.5% in the treatment
arm at the endline.



Self-reported iron folic
acid consumption
increased by 88% in
the treatment villages
as a result of the
intervention.



Hemoglobin levels
(g/dL) in the RANI
project showed an
improvement of 0.34
g/dL at the end of the
intervention.

UDAAN: A 360° Approach to Prevent Teenage Pregnancy

Three Pronged-Approach

Expanding Contraceptive Choices for Young Women

Geographical Reach

RAJASTHAN DISTRICTS

PAKISTAN

PUNJAB

HARYANA

UTTAR PRADESH

MADHYA PRADESH

GUJARAT

Districts shown: Jaipur, Jaisalmer, Barmer, Jalore, Sirohi, Pali, Rajsamand, Udaipur, Dungarpur, Banswara, Chittorgarh, Pratapgarh, Bikaner, Hanumangarh, Churu, Jhunjhunu, Sikar, Alwar, Dausa, Bharatpur, Karauli, Jaipur, Tonk, Sawai, Madhopur, Bundi, Kota, Baran, Jhalawar, Bhilwara, Ajmer, Nagaur.

★ Initial 14 Mission Parivar Vikas Districts (Injectable Contraceptive). Coverage expanded to remaining 19 districts in 2022



35,543
child marriages
and 28,220
teenage
pregnancies
prevented



52,651
additional girls
enrolled in
schools



575,140
female users
introduced to the
new Injectable
contraceptive
method

Funder - Children's Investment Fund Foundation

Collaboration - Government of Rajasthan

MANZIL: Aspire to Achieve

Project Manzil aims to empower young girls, both in and out of school, with skills and economic opportunities to delay early marriage and first pregnancy. The project focuses on mapping girls' aspirations, linking them with training opportunities, improving the quality of employability skills training, and facilitating access to jobs. It helps them access decent work opportunities in safe and secure spaces to enhance their participation in the workforce.

- In schools, Manzil works to increase girls' participation and retention in vocational courses and link them with on-the-job training.
- For out-of-school girls, Manzil works to encourage their enrolment in skill training courses and subsequently aid their transition to employment.

The project is being implemented in partnership with the Department of Education, Government of Rajasthan and Rajasthan Skills and Livelihoods Development Corporation. The project is operational in ten districts of Rajasthan, namely, Alwar, Ajmer, Baran, Bhilwara, Dausa, Dungarpur, Jaipur, Sawai Madhopur, Tonk and Udaipur.

Identify girls who are out of school and initiate a conversation to identify hurdles and aspirations.

Counsel girls and their families to raise awareness on the importance of skilling and the need for economic independence of girls.

Register girls on the Manzil App (MAP)* and identify a skill course based on their aspirations.

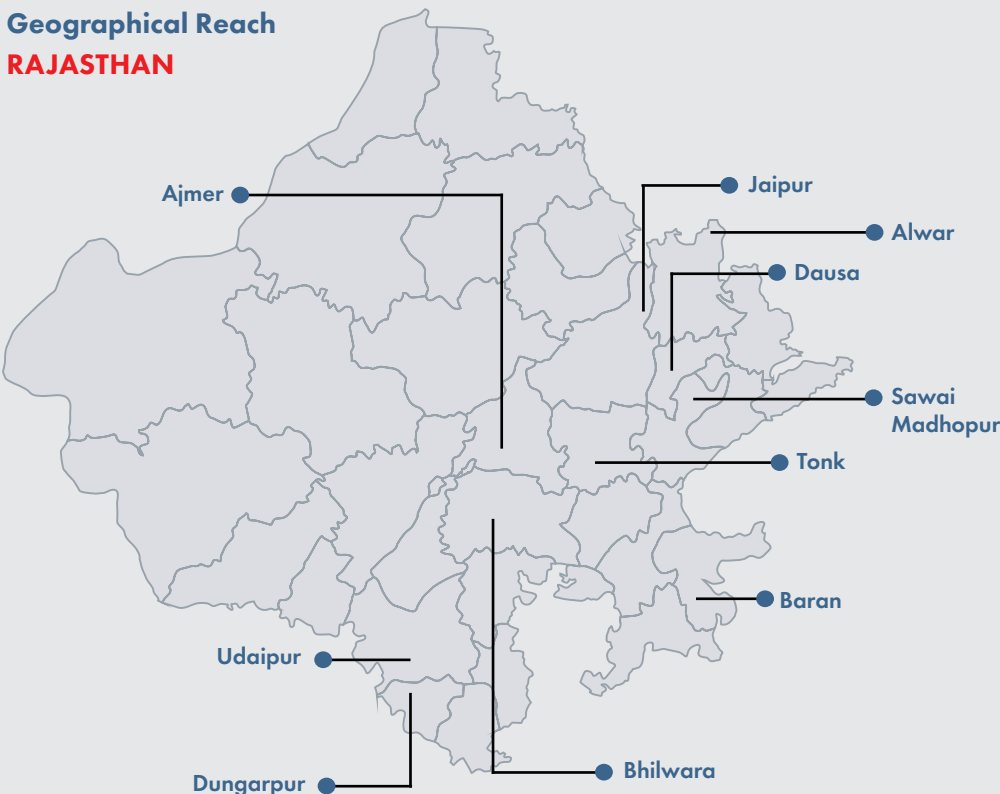
Facilitate their enrolment in Skill Development Centres (SDCs) and monitor their attendance regularly to ensure course completion.

Impart employability skills training to girls at SDCs to make them job ready.

Counsel skill-trained girls on job prospects and connect them with gender audited** employers best suited for them.

Monitor progress of placed girls for six months.

Geographical Reach RAJASTHAN



71,000+

girls enrolled in vocational courses in schools



25,000+

girls registered in skill development centres



13,000+

girls placed in gainful employment

Vama Sundari Investments Pvt Ltd (HCL Group Company)

Arogya Dadri– Community Interventions to Strengthen NCD and MCH Services in Dadri| Dadri-20 villages in Dadri Block, Gautam Buddha Nagar, Uttar Pradesh | 2024-2025

The Arogya-Dadri Community Interventions program is implementing capacity-building and awareness programs in 20 villages of Dadri block, Gautam Buddha Nagar, where hypertension, obesity, and poor maternal and child health (MCH) are prevalent. CKD uses a Social and Behaviour Change Communication strategy for noncommunicable diseases NCD and MCH management. The project refurbishes Health and Wellness Centres (HWCs), trains health workers and strengthens services. It involves organising mobile medical camps screen, training community motivators, offering door-to-door counseling, and connecting households with NCDs and MCH government schemes. Village sports and NCD Diwas events are hosted through the program to boost community engagement.

We have undertaken robust plans for the program, including situational analysis, risk assessment, and baseline studies before starting activities. Regular home visits will be made to over 2,800 pregnant and lactating women for MCH counseling. ASHA and AWW will be trained in MCH counseling, wall paintings with messages will be created in high-traffic areas, and home visits will increase NCD management awareness.

United Nations Population Fund (UNFPA)

Development of e-modules, deployment of the Learning Management System and delivery of training for strengthening the capacities of Mission Shakti SHGs in Odisha on Digital-Financial literacy, Sexual & Reproductive Health, and Gender-Based Violence (2023-2025)

Mission Shakti is one of the flagship programmes of the Government of Odisha. UNFPA has partnered with Mission Shakti to bridge gender, financial, digital, and social gaps by strengthening the Mission Shakti SHG network. It aims to further women's social and economic empowerment in the state by promoting digital and financial literacy among Women Self Help Group (WSHG) members, as well as, providing them with information on important aspects of Sexual and Reproductive Health and Rights and on Gender-based Violence.

The partnership aims to support the empowerment of women through building and strengthening the capacities of WSHGs over 3 years, reaching more than 600,000 SHG women on:

1. Digital and Financial Literacy
2. Awareness of sexual and reproductive health and rights, and addressing gender-based violence

Accordingly, e-content, as well as an in-person training toolkit have been developed and a user-friendly, responsive, dynamic, interactive, and self-facilitative Android mobile application-based Learning Management System (LMS) has been deployed. Further, 285 women members have been trained as Master Trainers for the delivery of the training through a cascade training process. Also, an online support unit has been deployed to monitor and support the training delivery and assess the quality of the training.



United Nations World Food Programme (WFP)

Assessment and Documentation of Good Practices and Lessons Learned of Odisha Millets Mission (OMM) and Preparation of Policy Briefs for Millets Mainstreaming, India (2021)

OMM has been recognised by NITI Aayog as one of the two progressive models for promotion of millets to facilitate learning among other Indian states. The Government of India advised all state governments to adopt the OMM model for promotion of millets. In an effort to advance South-South Cooperation, WFP India signed the MoU with OMM for informing national, regional and global policy dialogues on Millets as climate adaptable nutri-cereal for sustainable food and nutrition security. As part of this collaboration, WFP in close consultation with OMM aimed to undertake the documentation of 'good practices' of millets mainstreaming in Odisha.

We were selected by WFP to assess & document the good practices and lessons learned since OMM's inception in the form of narrative & case stories as a replicable operational model for showcasing to a wide spectrum of audience. We recommended an operational model/framework that is scalable and replicable in the identified thematic dimensions. This was followed by the development of a series of policy briefs for revival & mainstreaming of millets in state, national, and global policies.

United Nations World Food Programme (WFP)

Ethiopia Portfolio Assurance Programme, Phase 2, (EPAP 2), Ethiopia, (2018-2021)

Building upon the lessons from the 9-month pilot (EPAP I), EPAP 2 aimed at maximising the effectiveness and efficiency of DFID Ethiopia's programme portfolio by identifying and addressing risks in supply chain. The programme looked at capacity building for FCDO (Previously DFID) & its implementation partners including Government of Ethiopia, multilateral agencies and INGO's to mitigate risks and ensure value for money. It delved into governance and financial management; monitoring & evaluation systems; VfM measures; safeguarding mechanisms etc. while building the capacity of DFID Ethiopia staff, including partner organisations, in effectively managing the programme risk.

We reviewed the governance and financial management of partner organisations, strengthened monitoring & evaluation systems, provided flexible, targeted technical advice and contributed to capacity building of DFID Ethiopia staff, their partner organisations, downstream partners and government departments. The impact of the programme improved efficiency and effectiveness of DFID Ethiopia programmes as safeguarded funds had a higher chance of reaching the intended beneficiaries. At the same time, addressing governance and system flaws led to increased efficiency within the partner organisations and improved streamlining of funds to beneficiaries. The programme improved knowledge and understanding of the financial environment through which DFID funds were channeled.



FCDO (Previously DFID)**Technical Support Unit (TSU) for Growth, Resources, Opportunities and Wealth Creation in Bihar (GROW BIHAR), India (2016-2020)**

GROW programme envisioned inclusive economic development in Bihar. The programme aimed to assist the Government of Bihar (GoB) in attracting private sector investments, effectively steer revenue collection, utilise and strengthen growth transmission benefitting women, scheduled castes (SCs) and minorities.

As a Technical Support Unit (TSU), we assisted GoB to improve the investment climate for private sector growth, boost revenue collection and strengthen public financial management to make development more effective and revamp technical education in the state to create jobs, particularly for women, Scheduled Castes (SCs) and minorities. This was done through integrated interventions including supporting the GoB in designing and implementing reforms leading to greater private sector driven economic growth; strengthened Micro, Small and Medium Enterprises (MSMEs) sector and improved growth transmission via increased revenue mobilisation; effective utilisation of resources; and more effective development programming, particularly for women, poorest and the most vulnerable.

FCDO (Previously DFID)**Evaluation of DFID Zimbabwe Programme Portfolio, Zimbabwe (2019)**

The purpose of this evaluation was to provide evidence and learnings, to feed into the design of DFID's strategy in supporting Zimbabwe, going forward. The evaluation also intended to optimise the impact, value for money, and targeting in programming.

We assessed the extent to which the portfolio (programmes and policy influencing) was aligned towards the business plan and portfolio objectives; the changes required to the portfolio to ensure DFID Zimbabwe maximises its contribution to the reduction of poverty in the country while addressing UK national priorities; and the relevance of the portfolio of interventions at thematic/programme level in the given socio, economic and political context of Zimbabwe.



FCDO (Previously DFID)**Design and Implementation of Mid-term and Final Evaluation Review, Institutions for Inclusive Development (I4ID), Tanzania (2016-2020)**

Institutions for Inclusive Development (I4ID) programme intended to strengthen democratic institutions and governance in Tanzania so that they are more inclusive and accountable, and the resulting economic growth provides more benefits to the poor (women and men).

We worked in a consortium to deliver the design, mid-term review and final evaluation of the programme. I4ID's fluid and inherent political character presented an opportunity for the evaluation to adopt an innovative approach – exploring the 'how' and 'why' of adaptive programming, rather than a traditional performance-based evaluation. The evaluation maintained a dual focus on programme-specific, as well as more generalised learning and uptake for the emerging field of adaptive programming globally. It also provided an opportunity to better understand how political transformation works in an environment where pathways to change are uncertain.



Bill & Melinda Gates Foundation (BMGF)

We Collaborate for Nutrition (WeCan), India (2017-2020)

Supported by BMGF, We Collaborate for Nutrition (WeCan) was a national level platform that documented and shared high impact nutrition interventions to enable cross-learning for increasing efficiencies among different stakeholders and development partners working to reduce malnutrition and improve the nutrition indicators across India. Born out of the need for a common forum to facilitate cross-pollination of experiences and sharing of learnings amongst development partners, WeCan aggregated, collated and disseminated knowledge of replicable and proven interventions, implemented by partner organisations. WeCan worked on the thematic areas of Maternal, Infant and Young Child Nutrition (MIYCN) keeping it in line with the priorities of POSHAN Abhiyaan, a flagship programme of the Government of India to improve nutritional outcome.

Under our leadership and management, WeCan project was instrumental in fostering partner collaborations and leveraging the existing resources to achieve the targets of POSHAN Abhiyaan through a range of national and international partners working in the nutrition space across the country.

Democratic Governance Facility (DGF)

Design of DGF II, Uganda (2016-2017)

Democratic Governance Facility (DGF) was established in July 2011 as a five-year governance programme aimed at providing harmonised, coherent and well-coordinated support to state and non-state entities to strengthen democratisation, protect human rights, improve access to justice and enhance accountability in Uganda. Phase I of the programme (ended in 2016) contributed to equitable growth, poverty eradication, rule of law and long-term stability in Uganda.

To build on the achievements of the first phase and consolidate and refocus DGF interventions to allow for a stronger and more coherent strategic push for democratic governance change, we assisted the development partners in designing the form and content of Phase II of DGF. This was done amidst an increasingly challenging context allowing for new strategic partnerships in Uganda. The second phase of DGF is underpinned by strengthened democratic processes that responded to citizens' rights, strengthened rule of law and improved access to justice, increased protection and fulfilment of human rights and gender equality, and improved citizens' inclusion and engagement in decision-making processes.



UNDP

Gender Programmatic Review of the Second Phase of the UN Joint Programme on Local Governance, Somalia (2017)

UN Joint Programme on Local Governance (JPLG) aims to promote improvements in local governance quality that can contribute to peace consolidation, development, and equitable service delivery in Somalia. The approach of JPLG I and II was to incentivise good governance reform for service delivery which contributed to state-building, sustaining peace and governance reform in the northern part of Somalia (Somaliland and Puntland).

We conducted a gender programmatic review of the second phase of JPLG. This involved an extensive review of programme literature and results framework; and field research in Somaliland, Puntland and Mogadishu including primary research with youth (girls and boys). We documented a report highlighting how to mainstream gender and social inclusion more effectively into all aspects of the governance programme through a participatory approach. This also included presentations, debates and staff training on gender mainstreaming for government and UN partners.

FCDO (Previously DFID)

Odisha Girls' Incentive Programme (OGIP)-Delivery of Conditional Secondary School Incentive Programme (CSSIP) for Disadvantaged Girls in Odisha, India (2012-2016)

CSSIP focused on improving secondary school enrolment, attendance, and completion rates of Scheduled Caste (SC) and Scheduled Tribe (ST) students (both girls and boys) in Odisha through a system of direct transfer of scholarship, organising learning hubs for knowledge uptake and safe transport.

We designed and managed a cash transfer system to ensure a secure transfer of scholarships to around 6,50,000 disadvantaged girls and boys, across 30 districts in Odisha, with funds paid directly into their bank accounts. As part of technical assistance, we supported Government of Odisha run these systems sustainably and piloted learning hubs for remedial education and safe transport for improving attendance of disadvantaged students. The intervention led to increase in secondary school enrolment of SC and ST students by almost 14%, increasing the enrolment from 4.41 lakh in the base year, 2012-13, to 5.02 lakh in 2015-16. In addition, we provided technical support to Ministry of Tribal Affairs (MoTA), Government of India for over three years (2013-2016), to help set up and monitor its national scholarship funds and other education schemes for disadvantaged students thereby replicating successful aspects of the Odisha model across other states.





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100+

Countries

1200+

Global Team

1200+

Projects Delivered

600 M+

People Reached

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