



Expanding Horizons. Enriching Lives.

International Women's Day 2025



Planet IPE / March 2025

#Accelerate Action
#IWD2025

MD Speaks

With five years until 2030, there have been tremendous efforts to advance gender equality, ahead of the deadline for Sustainable Development Goals (SDGs). However, progress remains slow and uneven. Although poverty rates for women and girls are improving, at the current pace, millions of women and girls will remain in extreme poverty for another 137 years; gender parity though achieved at primary level is dipping higher up. Similarly, women's global labour force participation rate at 48.7% in 2023 continues to be significantly lower than men (73%) as per ILO.

The data is unequivocal: failure to achieve gender equality is an unsurmountable barrier to the entire 2030 Agenda. The consequences affect everyone. UNESCO estimates that the world could face over \$10 trillion in losses by 2030 due to unmet educational needs. Conversely, investing in women and girls holds immense untapped potential.



Ashwajit Singh

Founder & Managing Director

Closing the gender gap in farm productivity and food systems could boost women's incomes and global GDP by nearly \$1 trillion, and investing in the care sector could create 300 million jobs by 2035.

As we celebrate the achievements of women worldwide, it is crucial that our commitments translate into concrete actions. Resonating this call powerfully is the theme Accelerate Action this International Women's Day. A reminder that ensuring equal opportunity for all—regardless of gender—is essential to fostering growth and sustainable development. From economic empowerment to leadership representation, every step forward can be transformative.

Together, let's not just encourage Action but also inspire others to Accelerate Action to make a change. And, the time is NOW! As the famous quote by American aviation pioneer Amelia Earhart goes the most effective way to do it, is to DO it.

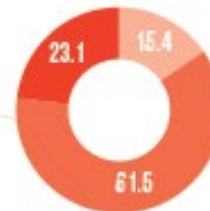
5 GENDER
EQUALITY



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

THE WORLD IS
NOT ON TRACK TO ACHIEVE
GENDER EQUALITY BY 2030

OUT OF GOAL 5 INDICATORS:



- "ON TRACK"
- AT A MODERATE DISTANCE
- FAR OR VERY FAR OFF TRACK

AT THE CURRENT RATE, IT WILL TAKE



300 YEARS
TO END CHILD
MARRIAGE



286 YEARS TO CLOSE GAPS
IN LEGAL PROTECTION AND
REMOVE DISCRIMINATORY LAWS



140 YEARS TO ACHIEVE
EQUAL REPRESENTATION IN
LEADERSHIP IN THE WORKPLACE



Editor's Note

~Tanya Singh
Senior Director

We are in 2025.
But gender equality remains elusive. It will still take until 2158 to achieve gender parity.

The slow pace of progress is a stark reminder that bold actions, not just commitments, are needed, especially in times of economic volatility and transforming global political landscapes. Time is running out, and the global cost of failing to invest in women and gender equality is a whopping \$10tn a year, as per the UN.

If that is not enough, inaction could also prolong extreme poverty for women by another 137 years. It could push 158 million more women and girls into poverty due to climate change and leave 47.8 million more women than men facing moderate to severe food insecurity. Besides, the alarming lack of financing with a vast

USD 360 billion annual deficit in spending on gender-equality measures could further exacerbate challenges.

And yet, despite this daunting data, there is hope, as the potential for change remains within our grasp. There is ample recognition that gender equality can be an accelerator that triggers positive multiplier effects across the development spectrum. Gender Equality is a goal within SDG 5 and cuts across all 17 SDGs. Investing in expanded opportunities for women and girls, results in a more productive economy, reduced poverty and inequalities, enhanced human capital and ecosystem, and more peaceful and resilient societies.

At IPE Global, we believe in doing our bit. Committed to Walk the Talk by driving gender-transformative change through inclusive policies, capacity building, and community-driven solutions, our

initiatives empower women and girls by enhancing access to opportunities, ensuring they become key contributors to sustainable development.

*Believe in yourself
Take the leap of faith
And watch the universe
conspire to make your
dreams a reality...*

With nearly 40% of our workforce being women, we actively cultivate talent through various women-centric initiatives. Whether it's amplifying voices, revising policies, or mentoring future leaders, we 'Accelerate Action' to create a more equitable world where 'no one is left behind.'

Hope you enjoy reading this edition.

MAKE WAY FOR HER

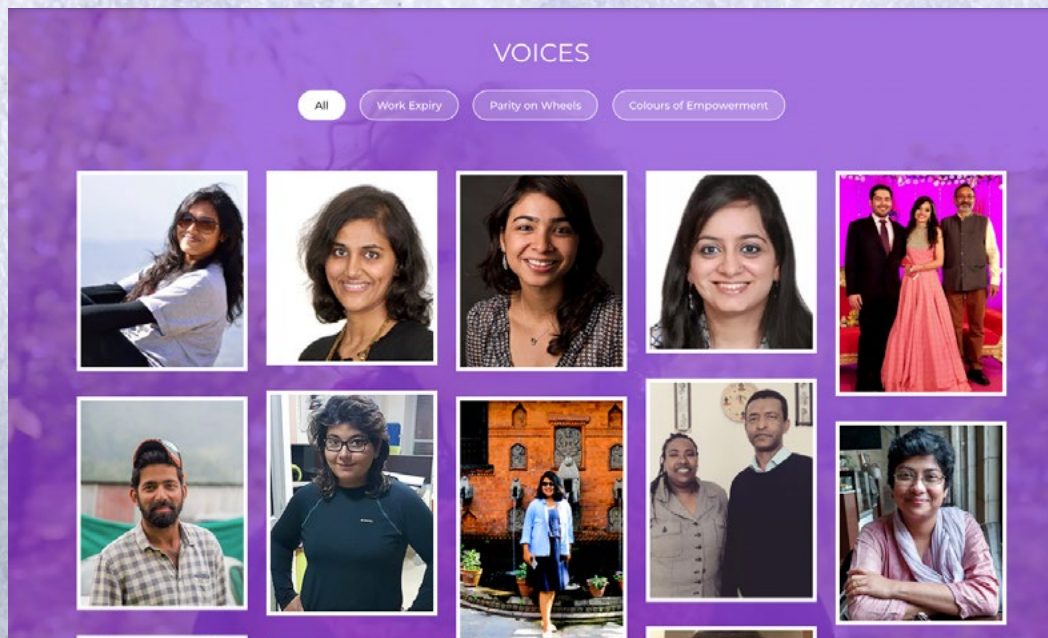


An initiative by



Expanding Horizons. Enriching Lives.

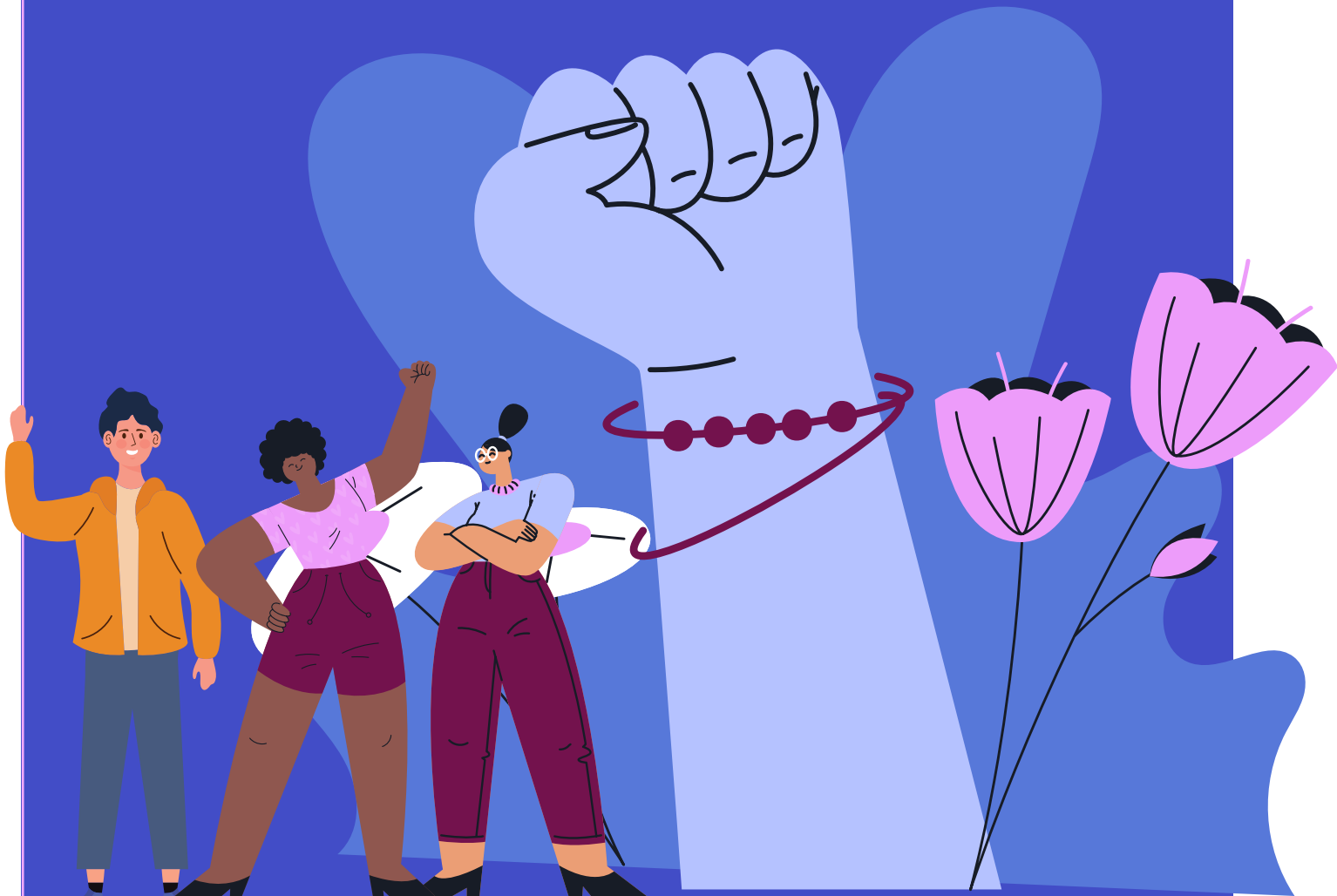
Our first ever digital campaign that advocates and engages people to help break perceptions for a more gender inclusive world.



[Click here to read more](#)

‘Making a Difference On- Ground’

We just don't say it, we live it! Making development a ground reality through our projects, through innovative approaches and commitment to collaboration, we turn vision into actionable outcomes for long-term growth.





Building Awareness & Empowering Tribal Girls and Women on Anemia

Empowering tribal girls and women in the fight against anemia is crucial for breaking the cycle of poor health, malnutrition, and economic hardship. By fostering community engagement and building awareness, we enable a safer environment for adolescents facing multiple challenges for improved quality of life.

SASHAKT

Recognising the pivotal role of adolescents in the early prevention and management of anemia and sickle cell anemia, Project Sashakt, implemented by IPE Global Centre for Knowledge & Development (CKD), undertook the mission to spark change at the grassroots level in Jhabua, district in Madhya Pradesh.

Considered a pathbreaking initiative, it ignited a transformative journey towards a future where the health and well-being of tribal women and girls took centre stage.

- **4000+ tribal adolescent girls and boys across nine schools sensitised**
- **50,000+ adolescents and community members reached in 9 schools and 14 Gram Panchayats of Jhabua and Meghnagar blocks**





On Ground Impact

Enabling Adolescents with Health information

“ I learned about the symptoms of Sickle Cell Anemia and got myself tested since I realised, I was experiencing symptoms which Sashakt talked about. I was shocked when my test came positive. I have taken the responsibility of informing my community that sickle cell anemia can happen to anyone in any age group. I have started my treatment and started following a good, healthy diet. ”



Maya Parwar
Jhabua, Madhya Pradesh



Skilling for Empowerment

Skill development opens doors to greater economic independence and social mobility. By providing knowledge and support through increased access to skill training, we enable girls and young women to overcome barriers, access better job opportunities and take charge of their careers, ultimately contributing to a more equitable and prosperous society.

MANZIL

Aspire to Achieve

Enabling access to quality vocational and skill education and economic opportunities to encourage young women and girls (14-21 years) to independently define the pathway of their lives, thereby preventing early marriage and delaying first pregnancy in selected ten districts of Rajasthan, India.

The project aims to understand girls' aspirations, connect them with relevant training opportunities, enhance the quality of skill-based education, and support them in securing placements while guiding them through the first six months of their jobs to ensure their continuity in the workforce.

- **28,000+ girls—mainly from marginalised and hard-to-reach areas—have completed skill training courses before embarking on their professional journeys**
- **15,000+ girls successfully facilitated in securing gainful employment**



On Ground Impact

Against All Odds: Becoming a Pillar of Strength

“ Amidst financial struggles and critical health conditions, I dreamt of being a pillar of support for my family. A chance meeting with Manzil’s Community Motivator, Sanju Sharma, altered the course of my life. After completing the skill training course, I landed a job as a Retail Sales Associate at a supermarket in Jaipur. ”



Manisha Bairwa
Jaipur, Rajasthan



Enabling with Education

Education is a key enabler for inclusive growth and sustainable development. We believe in expanding human capabilities, opportunities, and choices by supporting and sustaining transformation in education and skill space through technical assistance and on-ground solutions.

The Odisha Girls' Incentive Programme (OGIP)

Scholarships provided to improve secondary school enrolment, attendance, and completion for students. Key services included designing a conditional cash transfer system, creating an IT-based transfer mechanism, and developing the “SAMBHAV” e-learning platform.

- **1.06mn+ learners empowered**
- **650,000+ students reached from socially disadvantaged populations by establishing a scholarship disbursement system to boost secondary school enrolment and retention**





On Ground Impact

Pillars of Progress – A Father's Legacy

“ Financial constraints posed a hurdle to my educational aspirations. Sharing my concerns with a teacher, I was introduced to the Pre-Matric Scholarship Scheme under Project OGIP. Learning about this opportunity, I sought guidance from the block coordinator to navigate the scholarship application process. Along the way, I gained insights into banking operations and the importance of financial planning. Today, my father's joy knows no bounds as he witnesses my journey to success.”

SASMITA BEHARA
Puri, Odisha



Supported by Department for International Development, DFID (now Foreign, Commonwealth and Development Office, FCDO)



Ensuring Women get Healthy Nutrition

Knowledge is a powerful tool for driving social and economic change. Through our work, we enable communities by enhancing access to quality health services and promoting gender equity. We work closely with diverse stakeholders to create sustainable learning solutions that drive growth and long-term impact.

RAJPUSHT

Aimed at reducing the prevalence of low birth weight and wasting among children in five tribal districts of Rajasthan, RajPusht 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.

- ***10,00,000+ women received cash benefits to buy nutritious food to improve maternal and child health.***
- ***6,00,000+ households counselled on the importance of nutrition for pregnant and lactating women and young children.***
- ***21,000+ women field functionaries reached to build awareness on maternal and child nutrition pregnant & lactating women***





On Ground Impact

Transforming traditions for healthier future

“ My mother-in-law & I, Mirki Bai, firmly believed that restricting food intake ensured a safer pregnancy.

During a joint visit, the Poshan Champion and Anganwadi worker identified my nutritional gaps, they counseled us emphasising the importance of a balanced diet. PLA-powered community meetings played a crucial role in educating Mirki Bai, providing her with peer support and a better understanding of maternal health, ultimately helping to dispel harmful myths.

Embracing the guidance, I delivered a healthy baby boy (3.100 kg) in a hospital.

Showcasing how family involvement and sustained community engagement can transform maternal and child health.

”



Anita

Jhadol Block, Udaipur



Women & Health

Women's health is a crucial aspect of overall well-being, deeply linked to social, economic, and cultural factors. From reproductive health to nutrition and access to healthcare, women face unique challenges that require targeted interventions. Our gender-responsive healthcare solutions strengthen programs and promote policies that ensure equal access to essential services, aiding women to lead healthier and more fulfilling lives.

Norway India Partnership Initiative (NIPI)

A health initiative between Government of India and Government of Norway, NIPI IV in collaboration Ministry of Health & Family Welfare, will support select states National Health Missions. The support will include incubating and testing innovations, replicating scalable health interventions, and promoting collaborations for Digital Public Health Goods(DPG).

Following the successful completion of Phase III, the NIPI IV will enhance its strategic support to improve access, quality, and coverage of RMNCAH (Reproductive, Maternal, New-born, Child, and Adolescent Health) services for vulnerable populations.

- **18 million+ children impacted annually**
- **14 health innovations scaled up**





On Ground Impact

Going the Extra Mile for Holistic Care!

“ There was not enough health guidance given in my community. However, I was determined to change this narrative. In 2020, the Home-Based Care for Young Children Program, supported by NIPI, offered a path forward. Equipped with their training, I conducted home visits and counselling sessions with mothers, emphasising health practices, vaccination, and developmental assessments. Today, nearly a year later, I take pride in witnessing zero infant deaths in my area—a tangible reflection of my endeavours. ”



MAMTA DEVI

Alwar, Rajasthan

Supported by The Royal Norwegian Embassy &
Government of India



Teenage Health: Ending early marriage

Child marriage threatens the lives, well-being, and future of girls around the world. Girls who marry before 18 are more likely to experience domestic violence and less likely to remain in school. They have poorer economic and health outcomes versus their unmarried peers, straining a country's capacity to provide quality health and education services. Working collaboratively with partners, we continue to work towards equipping young individuals with the knowledge and resources to make informed health and life choices.

UDAAN

UDAAN, a five-year project in Rajasthan, aimed to prevent early marriage and teenage pregnancy through a multi-sectoral approach. It focused on keeping girls in school, improving sexual and reproductive health knowledge, and expanding contraceptive options.

- **35,543 child marriages and 28,220 teenage pregnancies prevented**
- **52,650+ girls in Rajasthan prevented from dropping out after Grade 8 by facilitating access to government pre-matric scholarships.**





On Ground Impact

Where Possibilities Know No Bounds

“ Getting me married off early would ease financial struggles, at least that is what my family thought at first. But it was not the case. The Adolescent Reproductive and Sexual Health (ARSH) sessions organised as part of Project Udaan shifted my perspective on early marriage and gave me an opportunity to chart a different course for my life. With better knowledge, I was able to convince my family about the adverse impacts of early marriage and let me continue with my education. Later I even applied for a scholarship as a way towards a future where possibilities knew no bounds...”

”



CHANDNI

Dholpur, Rajasthan

OUR WOMEN LEADING CHANGE





Seema Gupta

Advisor, Centre for Knowledge and Development

CELEBRATING THE STRENGTH OF WOMEN

This Women's Day, I reflect on my journey of leading CKD, an organisation dedicated to enabling women and girls. From the very beginning, I knew that women had to be at the heart of this mission—thinking, acting, and driving real

change. I stand alongside incredible women who believe in the strength and limitless potential of those who have not always had the same privileges yet continue to break barriers and create lasting impact. Through our programs and initiatives, we have touched countless lives—equipping women with the knowledge, confidence, and opportunities to make empowered choices. These women are not just transforming their own futures but are also shaping the lives of their children, families, and communities. As the saying goes, “Empower a woman, empower a community.” Women are making remarkable strides in every field—science, technology, leadership—but this is just the beginning. Today, let's commit to supporting every woman who dares to challenge the status quo, no matter the obstacles. Together, let's build a world where women rise, lead, and make history.
#EmpowerWomen #BreakBarriers #WomensDay

Women who are driving meaningful change



Namita Wadhwa

Vice President - Social Economic Empowerment

RajPusht is about Empowering and increasing the participation of those considered less equal in decisions that matter most to them. So, it is only befitting that our team reflects the same spirit and ethos. We strive to give voice and opportunity to every single individual

to participate in decisions that affect what the team does and lead the changes that the Team has collectively decided on. Equality of opportunity to participate and lead is the ethos of this team, which we have built painstakingly and collectively. And this so rhymes with the very essence of Women's Day.

Between 2021 and 2023, I pursued two-year-long learning and leadership development projects, all this while leading the project RajPusht and not cutting a day of work responsibility.

I completed a yearlong hybrid program, ‘Advanced Management Program in Public Policy’, at the Bharati School of Public Policy at the Indian School of Business (ISB) in 2021-22. My capstone project, which was submitted as the final assignment, scored the best in the batch.

I was selected as a fellow in the first batch of women leaders to participate in the ‘Women Lift Health’ leadership development program in 2022-23.

Seeing communication evolve and become integral - both in format and within teams - has been nothing short of a front-row seat to a digital transformation. From static images and long-form content to smart reels, interactive videos, crisper reports, and visually compelling social media campaigns, the change, from Gen X to Gen Alpha, has been both personal and organisational. As audiences evolve, so do expectations—and staying ahead for me meant constantly adapting, experimenting, and reimagining narratives. By leveraging data-driven insights, impactful storytelling, and innovative digital strategies, amplified our reach, deepened engagement to position ourselves as a thought leader in the development space. Considering in a world of infinite content, the real challenge isn't speaking—it's being heard. **This journey of refining messages, embracing new platforms, and ensuring every voice is heard has been both a privilege and challenge.** But had it not been for the support of people – both within and outside teams – communication for every age and stage for me, would have been just empty words – that would seriously require boost!



Shilpi Jain

Head Corporate
Communications

As an HR leader representing the People function, my role has been to continuously focus on being a business enabler with a strong commitment to enhancing employee relations, employee engagement, and continuous focus on HR metrics, automation, and process optimisation.



Kavita Fadnis

Vice President, Human Resource

As a changemaker, I have introduced the Leadership Coaching and Development Program, ensuring that the organisation can shape and build emotionally intelligent, resilient, and people-centric leaders.

As a humble contribution to IPE Global's phenomenal journey of 25 years, we could achieve the 'Great Place to Work' Certification based on the positive feedback of most of our staff across locations.

Spearheaded automation of HR workflows by implementing HR Management software with a continuous focus on improving operational efficiency. To achieve further competitive advantage for the organisation, implemented an Applicant Tracking System to create a strong talent pipeline, drive hiring decisions, and improve candidate experience, leading to enhanced employer branding.

Enabling Change from Within



Women's Day has historically been a time to reflect on the progress made toward gender equality. In the same spirit, I believe that to accelerate gender equality, we must actively create environments-both at work and at home-where women can thrive. This means challenging patriarchal stereotypes and becoming strong advocates for those whose voices often go unheard.

Sheona Rajeev
Team Urban



Challenge biases in everyday conversations, advocate for equal opportunities, and support women's voices in workplaces and communities—small actions create big change.

Ranu Duhan
Team Urban



This Women's Day, let's not just celebrate, let's act. It's every action, every day that counts. It's about sisterhood in mentoring women in your circle, standing by and with them as voice, challenging bias - small ways and big to accelerate action towards a world that is fair and equal for every woman, every girl, everywhere.

Pragya Vats
Team SEE



A resilient and equitable future starts with enabling women in climate action and driving sustainability for generations to come.

Hareesh Chandra
Team Climate



Gender equality starts with self-awareness and intentional actions—acknowledging biases and creating spaces where women can thrive without barriers. Each of us has the power to disrupt inequality by amplifying voices and breaking norms in our everyday choices.

Himanshu Soni
Team CRC



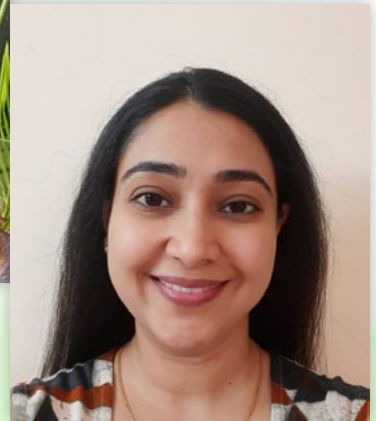
The way forward for accelerating gender equality should entail a collaborative approach towards eradicating systemic barriers that prevent gender identities from accessing social, economic and political forms of capital. Such systemic barriers can only be addressed by improving 'functionings' and 'capabilities' of the marginalised gender identities.

Vrnda Dhar
Team Health



As a woman, I believe in supporting one another and breaking barriers to achieve equality, a fundamental right for all. Together, we can empower each other and create lasting change.

Priya Khurana
Corporate Communication



Individuals must pledge to support Gender equality by saying no to gender based discrimination and violence also stop fueling stereotyped pervasives in society, family and at work place.

Priyanka Chhabra
Human Resource

Congratulations



Ashwajit Singh wins the prestigious **'India UK Achievers'** Honours 2025 by NISAU UK in partnership with the British Council, in association with the UK Government's Department for Business and Trade at the UK Parliament.



Team Corporate Communication recognised among **Top 30 Corporate Communications Teams for 2025** by Reputation Today. Ranked #16

Link: <https://reputationtoday.in/reputation-today-30-top-corporate-communication-teams-2025/>

Events



Urban

IPE Global in collaboration with the National Capital Region Planning Board (NCRPB), Ministry of Housing and Urban Affairs, Government of India successfully facilitated a Stakeholder Consultation workshop focused on Functional Plan for Urban Regeneration, Housing and Slum-Free NCR.



Climate

In collaboration with local partners from Bangladesh, we hosted, a consultation meeting with Ministry of Disaster Management and Relief (MODMR), Government of Bangladesh under the patronage of Asian Development Bank (ADB). The team collaboratively mind mapped the existing social protection schemes that can be strengthened through climate adaptive measures.



Health

IPE Global, in collaboration with the National Capital Region Planning Board (NCRPB), Ministry of Housing and Urban Affairs, Government of India successfully facilitated a Stakeholder Consultation workshop focused on strengthening healthcare services in the National Capital Region (NCR).



Abinash Mohanty joined as a speaker at the Bhopal Literature and Arts Festival in the session “Is our Planet in Transition” and how the monsoon is changing- so as climate and how climate-data needs to be democratised to create more community champions highlighting IPE Global’s initiatives of developing Climate Risk Observatories, Climate Readiness mapping, and other science-based community-centric initiatives.



MEL

Akash Porwal, Associate Director, Monitoring, Evaluation, and Learning (MEL) represented IPE Global at the 12th Annual IHEPA Conference as a speaker on Social Protection for Nutrition.



SEE

At the State-Level event organised by the Women and Child Development Department in Jaipur, the Government of Rajasthan’s Cash Plus program, supported by IPE Global, saw the launch of the CASH Plus Report Card, by Shri Bhajan Lal Sharma, Hon’ble Chief Minister of Rajasthan, highlighting the key outcomes of the RajPusht initiative in the state.

Welcoming New Employees



Brown Bag Session

Brown Bag Session with **Timothy Hobden, Principal Associate at Triple Line**, on the work done with the *Mastercard Foundation* for learning review and strategy development.



In The Media

URBAN

Delhi faces a critical safety challenge when it comes to earthquake according to our Urban Infrastructure expert Anil Bansal, who warns that weak enforcement of safety regulations has left numerous buildings vulnerable to earthquakes, particularly in densely populated areas.



Tourism

Komal Agarwal, discussed the Green Maha Kumbh in the Financial Express (India) Considering a large influx of people, the event is set to face challenges like waste management and carbon emissions. With over 10,000 staff and sustainable measures in place, the key is to find a balance between tradition and sustainability!



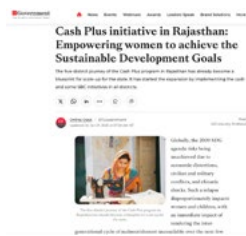
Corporate

Our Founder and Managing Director, Ashwajit Singh was featured in the special edition of BW Businessworld's "Social Transformers" series, sharing his journey over the years of driving impactful change to make development a ground reality.



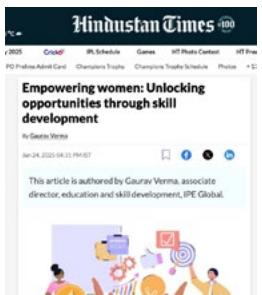
SEE

Cash plus program of the Government of Rajasthan supported by IPE Global was exclusively covered by the ET Government. The first phase of the work began in the five most vulnerable tribal districts of Baran, Banswara, Dungarpur, Pratapgarh and Udaipur.



Education

Gaurav Verma on National Girl Child Day, shared his insights with Hindustan Times on the transformative role of skill development in empowering women and girls. Emphasising that investing in skills is not just a social responsibility but also a powerful driver of India's inclusive growth.



Dr. Shashiranjana Jha shared his thoughts with Exchange4media on India's critical role in the future workforce and the urgent need to bridge the growing skills gap in the era of automation. As industries rapidly evolve, aligning education with the changing demands of the job market is more crucial than ever.



Climate

Abinash Mohanty, shared his insights as a special jury member for CNN-News18 flagship Indian of the Year awards, recognising exceptional contributions in the Climate Warriors and Social Change categories.



Abinash Mohanty shared his insights on "Global Lens: Los Angeles wildfires and their impact on climate and how climate change is triggering such impacts" with News 9.



Newsletter Release

NIPI

Project Team NIPI released their second edition of NIPI IV Newsletter! Highlighting progress while continuing its support towards strengthening healthcare system. [READ MORE](#)





Credits: Team Corporate Communication

Tanya Singh, Shilpi Jain, Sapna Subba, Priyanka Nagpal, Priya Khurana, Punya Mishra, Shreya Basak

Visit www.ipeglobal.com & www.tripleline.com or write to us at connect@ipeglobal.com

TRIPLELINE

IPE AFRICA 
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Centre for
Knowledge &
Development