

International Day of **Conscience**

Planet IPE | April 2026



Conscience
in action

MD Speaks



**A Future shaped by Compassion,
Conscience, and Collective action**

International Day of Conscience 2026 calls on us to reimagine peace through empathy, ethical reflection, and shared responsibility. It reminds us that conscience is not just personal - it is a collective force that shapes societies grounded in tolerance, mutual respect, and inclusion. In a world facing growing inequalities and complex challenges, conscious, compassionate action becomes essential to building a more just and harmonious future.

Today, only 17 percent of the UN Sustainable Development Goals are on track globally. **This is more than a statistic - it is a reflection of the inequalities that continue to define our world. It brings us back to conscience, reminding us that real**

progress is not driven by frameworks alone, but by the choices we make and the responsibility we take to close these gaps and advance sustainable development for all. With the theme

Reinventing Peace with Youth, 2026 places young people at the forefront - empowering them with the voice, tools, and agency to lead change through peace education, dialogue, and social justice.

Ultimately, the day reminds us that transformation is not always driven by big moments, but by consistent effort, shared responsibility, and the courage to question and reshape what we have long accepted. Because when conscience leads the way, we unlock the true potential of humanity to create lasting good

Ashwajit Singh
Managing Director

What Does Conscience Look Like in Action?

BUILDING BLOCKS *of* CONSCIENCE

ETHICAL
AWARENESS



LONG-TERM
THINKING



OPEN
DIALOGUE



INCLUSION



PARTICIPATION



RESPONSIBLE
DECISIONS



UNDERSTANDING
CONFLICTS



SPEAKING UP



TRUST BUILDING



COLLABORATION



LEARNING
MINDSET



UNDERSTANDING
IMPACT



Editor's Note



There is a higher court than courts of justice, and that is the court of conscience. It supersedes all other courts.



~ Mahatma Gandhi

World Conscience Day 2026 is a powerful reminder that meaningful development begins with individual and collective accountability. Closely aligned with the UN Sustainable Development Goals (SDGs), it reinforces the importance of ethical decision-making, inclusivity, and a commitment to equity.

At IPE Global, we operate at the intersection of policy, implementation, and impact. **Conscience is not an abstract idea for us but an everyday practice reflected in the choices we make. It shows up in taking an extra moment to ensure quality, speaking up when something feels off, or revisiting work that is not quite right.** It shapes how our projects are designed, how communities are engaged, and how outcomes are measured

beyond numbers. In a world where development challenges are increasingly complex, our conscience-driven approach ensures that solutions remain people-centric, culturally sensitive, and sustainable.

Ultimately, for us, the day serves as both a reflection point and a call to action because, we believe that true progress depends not only on what we build, but on how closely we pay attention to what is working and what is not. It calls for discipline - the patience to observe, the courage to question, and the commitment to stay engaged - because real impact begins and endures with conscience.

Tanya Singh
Senior Director

Where Conscience Shapes Culture

From Inner Voice to Workplace Impact



Ethical Decisions



Inclusive Culture



Strong Teams



Trust & Collaboration



Inclusive Culture



Sustainable Impact

Small conscious choices shape how we work and what we create

A Letter to Your Voice Within....

Dear Conscience,

I hope this letter finds you in a moment of calm, amidst the hustle and bustle of our corporate maze. I felt it was imperative to pause and address you directly, for it seems you often whisper, and I fear I don't always listen as I should.

First, let me express my gratitude for the guidance you offer. It's easy, almost effortless, to slip into patterns - to agree even when something feels slightly off; to overlook small inconsistencies because they seem harmless; to justify shortcuts in the name of efficiency. These moments rarely feel like turning points. They feel routine. Acceptable. Normal. But you don't let them pass easily. You pause me. You make me realise that this discomfort is not an inconvenience. It is necessary. You are not just a gentle voice of right and wrong, but something more powerful - you come across as a force that refuses to accept normalisation without question. You interrupt. You nudge. You ask, Should this be normal?

In many ways, that's where meaningful change begins - not in grand declarations, but in quiet, persistent questioning. And perhaps, that is what gives deeper meaning to the work we do at IPE Global. Because at its core, our work is about challenging what should never have been normal in the first place - **whether it is inequity, lack of access, systemic gaps, or lived realities that communities have been conditioned to accept. Every project, every intervention, every idea we shape is, in some way, a response to that same question you ask me: Can this be different? Should this be better?**

And in choosing to act on that question, we move from acceptance to impact. It reminds us that the value of our work is not measured merely by outcomes or outputs, but by the intention that shapes it. In the conscious decision to not look away when something feels misaligned or even when it may slow us down. Because, real impact is rarely born out of convenience. It is born out of awareness. Of course, there will be moments of hesitation and imperfection along the way, but they must not be normalised. Instead help us make better choices and, question more honestly. After all every meaningful shift begins with a voice that asks, Why is this okay?



Shilpi Jain
Corporate Communication



CONSCIOUSNESS AT WORK

The Inner Core We Bring to What We Do



People will forget what you said, people will forget what you did, but people will never forget how you made them feel.

~Maya Angelou

Work today moves fast—targets, timelines, outputs. But somewhere in that speed, it's easy to lose sight of the one thing that actually defines impact: the human experience of what we do. Consciousness at work is about bringing that back into focus. It's not about slowing down the work, it's about deepening it.

The impact is not just what we complete, but what we create. It is the difference between executing tasks and bringing intention alive, where ambition is not just stated, but shaped, experienced, and realised in its fullest form.

At work, this shows up in small but significant ways, in how we listen, what we prioritise, and equally, in what we refuse to compromise on. It's in the spirit of asking poignant

and pertinent questions: Who is this for? What does this change on the ground? What are we solving? Consciousness makes the work sharper, yet softer, it aligns intent with action, and it prominently shows up in 'how we do' than just what we do.

And at its core, it is deeply

personal. It is the inner core we bring into everything, the lens through which we see, choose, and act. It shows up in the standards we hold when no one is watching, in the integrity we carry into rooms and relationships, in conversations and collaborations.

It makes us more intentional, more grounded, and far more powerful.

Pragya Vats

Social & Economic Empowerment

THE 'WHY' BEHIND OUR WORK



I am Divya Verma, living in Khora Bisal village in the Jaipur district of Rajasthan. As a child, I always wanted to be nurse. However, after completing 12th standard, I couldn't pursue higher education. As my parents didn't have the financial means to support me, I faced much pressure from my family to marry, like many other girls in my village. I thought that was the end of my dreams and aspirations.



...till I met Laxmi madam from Manzil project IPE Global, who told me about the available skill course offered by the government

I was very excited to know I could study healthcare courses since I had wanted to be a nurse since childhood...





...she told me about the nursing course (GDA) and its potential to get a job, I pursued the course and got my first job at Mangalam Hospital



My biggest learning from this journey is to realise how important it is to be self-dependent



Today I am employed, financially independent, and support my parents. I hope more girls in my village get the same opportunity. If I can do this, so can many others like me. Today I am not just helping my family, I am building my own future.

Ashish Mukherjee

Social & Economic Empowerment

Two decades ago, I moved from a commercially driven corporate world to the development sector—and it quietly transformed how I see the world. It deepened my appreciation of the complexity of social challenges influenced by culture, gender norms, policy environments, and resource constraints. I realised that peace isn't just the absence of conflict; it lives in everyday freedoms. For example, a young rural woman has the agency to step out of her home to work without fear – to access suitable opportunities, or to make choices about her own life. On a personal level, this journey has reshaped my conscience, instilling a deeper responsibility to reflect each day on how my work contributes to a more just, peaceful world.



CHOOSING WHAT'S RIGHT, NOT WHAT'S EASY

Why the harder choice often defines who we are at work



I've always believed that empathy is not just a personal value; it is a professional compass. But at the heart of it lies something deeper: conscience. In the workplace, conscience is that quiet, persistent voice that shapes how we make decisions and how we treat people, especially when no one is watching. For me, conscience and empathy are deeply intertwined. My empathy allows me to understand others, but my conscience pushes me to act on that understanding. It's what makes me question choices that may be efficient but not fair, or

successful but not ethical. It asks: Am I doing the right thing, or just the convenient one?

There have been moments when speaking up felt uncomfortable, but my conscience didn't allow silence. It guided me to acknowledge effort, stand by fairness, and choose integrity over ease. In fast-paced environments, it's easy to lose sight of this inner guide. But I've learned that when conscience leads—grounded in empathy—it shapes not just better decisions, but better workplaces built on trust, respect, and accountability, where people feel seen, heard, and genuinely valued.

Tanya Verma

Climate Change and Sustainability



The Role of Conscience in the Workplace

CONSCIENCE

IS NOT ABSTRACT

IT SHOWS UP IN EVERYDAY DECISIONS.

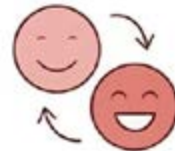
IN HOW WE COLLABORATE



IN HOW WE CHOOSE TO ACT WHEN SOMETHING FEELS OFF



IN HOW WE RESPOND



IT SHAPES NOT JUST WHAT WE DO,
BUT HOW WE DO IT.

Voices from IPE



Meeting men and women from widely diverse contexts very different from my own, through my work with clients and programme participants and indeed colleagues, and gaining some insights into their histories, experiences, challenges and resilience, is a privilege which is both enriching and humbling.

We have much to learn from each other and must always view our work a partnership for the greater good.

Clarrisa, Tripleline

Working in the development sector has given me a deeper, more real understanding of people's lives and challenges. I've seen how much effort goes into the work behind the scenes; there's always someone putting in the work to make sure initiatives actually reach and benefit people.

What truly stands out is how people come together work in collaboration to ensure that we collectively stay true to our shared mission. Working with passionate people gives me a sense of belonging, as there is a strong sense of drive and shared goals.

Personally, it feels really meaningful to be part of this space and contribute, even in a small way, to enabling opportunities for others.

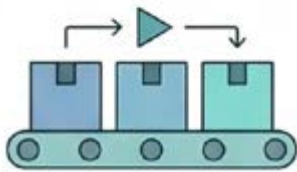
Sejal Sharma, IPE Global



PURPOSE

WHEN WORK CONNECTS TO REAL PEOPLE AND REAL OUTCOMES, IT CHANGES HOW WE APPROACH IT.

LESS ABOUT TASKS



MORE ABOUT IMPACT



APPROACH CHANGES



THAT SHIFT MATTERS.

Voices from IPE

Development work provides a wide view of the landscape of human need, and the scope of this need, when compared to one's limited abilities and resources, can make you feel overwhelmed and inadequate. However, development work is also a shared, collective effort of human beings helping fellow human beings. I realized that if I put my "little best share" to make a difference with the rest of the shares of the development army, the combined positive impact can amount to a game-changing difference.



John Callanta, Tripleline



Working in the development sector has shown me that data is never just numbers, it carries voices, struggles, hope, and inequities. Through monitoring health, gender, education and poverty, I've learned that real impact comes from turning evidence into empathy and action. It means seeing people not as indicators, but as lives we are accountable to.

Rajat Khanna, IPE Global

IMPACT CULTURE

IMPACT IS NOT CREATED IN ISOLATION. EVERY ROLE, EVERY FUNCTION, EVERY TEAM CONTRIBUTES TO HOW SYSTEMS WORK. CULTURE IS NOT WRITTEN. IT IS PRACTICED.

ISOLATED EFFORTS



CULTURE PRACTICED



INTEGRATED SYSTEMS



CULTURE IS DAILY PRACTICE.

Voices from IPE

Working in international development from the Kenya context has deepened my awareness that people's realities are layered, dynamic, and often unseen in data alone. It has shifted my role from simply measuring impact to listening more intentionally and questioning what we accept as 'normal.' For me, conscience in action means using evidence not just to report change, but to challenge it.

Yvonne, Tripleline



Working in the tourism development has brought me closer to the lived realities behind every policy and project, helping me see the world through the eyes of those we often overlook. It has taught me that true impact is not built in plans alone, but in restoring dignity, enabling livelihoods, and creating inclusive, sustainable change that transforms everyday lives.

Sakshi Godara, IPE Global

CONSCIENCE ACTED

CONSCIENCE IS NOT JUST ABOUT THINKING.
IT IS ABOUT ACTING. EVEN SMALL ACTIONS MATTER.
ESPECIALLY WHEN THEY ARE CONSISTENT.

INDIVIDUAL THOUGHTS



THINKING PHASE



ETHICAL QUERIES



INITIAL CONCEPT

LIVING CONSCIENCE



MENTORSHIP & CARE



DAILY PRACTICE BOARD



CONSCIENCE TREE

SHARED RESPONSIBILITY



TEAM ALIGNMENT



CROSS-FUNCTIONAL PACT



ACTION FRAMEWORK

SMALL CONSISTENT ACTIONS MATTER.

Voices from IPE

My work has shown me that the decisions made within the government offices are the invisible scaffolding of a person's life. I've realized that a person's success isn't just about their own effort or luck, it's deeply tied to the systems around them, making the work of fixing those systems a deeply personal mission for me.



Sonal Sharma, IPE Global



My experience in the development sector has transformed how I see people's realities. Conscience now anchors my approach to quality, accountability, and excellence in everything we deliver

Vaibhav Kumar, IPE Global

Events

Climate Change & Sustainability



Abinash Mohanty at Delhi Climate Innovation Week 2026, contributed to discussions on climate resilience, AI, and adaptation finance.



Abinash Mohanty at the Global Summit on Blue Economy 2026, contributed to conversations on science, innovation and sustainability shaping India's marine future.



Memorandum of Understanding (MoU) signing with Bhubaneswar City Knowledge Innovation Cluster Foundation (BCKIC).

Urban Infrastructure & Tourism



Training programme conducted in collaboration with Greater Chennai Corporation, and under the Asian Development Bank (ADB) funded Integrated Urban Flood Management for the Kosasthalaiyar Basin Project.

Social & Economic Empowerment



We join CII Indian Women Network Tamil Nadu as Knowledge Partner at the Thaargai Leadership Summit 2026, advancing women leadership and empowerment. Through TNWESafe and She Leads, we contributed to strengthening safety, mobility and opportunity for women.



The Greater Chennai Corporation celebrates International Women's Day 2026 on Gender Responsive Governance with the message "Give to Gain," with us facilitating the event in coordination with the SWD and Special Projects Departments.



We join as a Knowledge Partner with Tamil Nadu Women Employment & Safety Project for Global Women Summit and launched She Leads campaign to employ, enable & empower women in the state.



Our team orientation on Maternal and Child Nutrition Strategy.



Our team orientation for She Works Project- focusing on increasing women's participation in workforce.



Abinash Mohanty at What India Thinks Today, a flagship summit by Associated Broadcasting Co. Pvt Ltd (TV9) on "The Green Pivot". [Click here to know more](#)

Project Manali has expanded what is possible for young women in Rajasthan and has enabled 28,000 young women to complete their skill training, 16,000 of whom are gainfully employed
By [SMEB SMEB](#) | Updated: Mar 8, 2026, 18:28 IST



Srijita Majumder, Devlina Bhattacharjee, and Sidra Subhan share powerful stories in Udaipur Times on how skill development helping young women in Rajasthan is turning aspirations into opportunities. [Click here to know more](#)

PAUSE. REFLECT. ACT.

International Day of Conscience



ASK YOURSELF

Am I choosing what is right—
or what is easy?

Who might I be
leaving out?

Am I listening
enough?

Would I do the same
if no one was watching?



TRIPLELINE



Credits: Team Corporate Communication

Tanya Singh, Shilpi Jain, Priya Khurana, Shreya Basak, Vipin Kumar, Punya Mishra

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