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# **Human and Institutional Development Forum**

**Annual Report  
2018-2019**

# Organisational Profile

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Human and Institutional Development Forum (HIDF) is a support organization located in Bangalore. Founded in 2002, HIDF works with individuals, groups, organizations and networks associated with the development sector across India towards enhancing their efficiency and effectiveness. In doing so, we intend to contribute towards building a just and democratic society for communities to live life with dignity.

## **Purpose**

To empower the poor, marginalised and discriminated sections of Indian society to live a life with dignity.

## **Partners**

- Civil society organisations (CSOs) and non-governmental organisations (NGOs) engaged in implementation of development projects.
- Networks and alliances that pursue development objectives at the macro level.
- Informal sector communities such as construction, brick work, *beedi* rolling workers CBOs.

## **Core areas of engagement**

- Building capacities of the organisations of the under-privileged to respond to growing marginalisation and vulnerability.
- Strengthening governance and financial systems of institutions in the development sector.
- Facilitating gender mainstreaming and institutionalisation.
- Accompanying partners in planning, monitoring and evaluation processes for sustainable impacts, and to develop context specific theories of change. Strengthening leadership in the delivery of development objectives.
- Conducting reviews and evaluations of development initiatives, programmes and policies.
- Conducting research, documentation and knowledge building for the social sector.

These engagements fall under 4 key thematics:

1. Identity, Dignity and Diversity (IDD)
2. Leadership and Organisational Change
3. Governance and Accountability and
4. Media and Communication

## **Organisational Model**

A small and flat organisation, we work with a large resource pool of close to 60 professionals located across India. Drawing on their expertise and collaboration enables us to have wide geographical and thematic outreach. In the last decade alone we have been able to engage with about 150 organisations. We have also trained 50 individuals as Organisational Change Facilitators, who are an extension of our resource pool.

## **Strategies:**

HIDF adopts multi- pronged strategies in supporting civil society organisations. They include:

1. Accompaniment support
2. Building people's and institutional competencies
3. Research and Knowledge Building

We believe in multi stakeholder approaches to bring about social transformation, and to this tune all our work is accomplished through partnerships that we develop. Our partnerships take the following forms:

- **Strategic Partnerships -**

Long term partnerships made with other institutions for the purpose of extending human and institutional development opportunities to the social development sector. Both HIDF and the partner institution, through defined roles, collaborate on certain themes, contributing specific expertise and human and material resources.

- **Limited Partnerships -**

Short term partnerships formed with organisations to work on mutually agreed specific issues.

### **Acknowledgements**

We thank all the support organisations and individuals who enabled us to engage with various partners and communities. It is this support that has impacted many partners and communities to live life with dignity.

We thank in particular, MISEREOR, National Foundation for India (NFI), European Union (EU), UN Women, Ideal Center for Social Justice (CSJ), Swallows India-Bangladesh, Clean Clothes Campaign (CCC), Association for India's Development (AID) US for their strong support and belief in us. We also thank all our associates and resource persons who worked with us and enabled us to contribute to the sector. We look forward to continued meaningful collaborations and partnerships with them in the coming years.

Our work would not have been possible without the dedicated involvement of extended resource support. We thank Dr. Anuradha Prasad, Dr. Eswar Prasad, Dr. Uma Ramaswamy, Mr. Gagan Sethi, Mr. Senthil Athiban, Mr. Mohan Krishna, Mr. Haritha Sarma, Ms. Srilakshmi Divakar and so many others who are unmentioned here but whom we deeply appreciate and sincerely thank for having invested both in our growth and that of HID Forum. We also thank our Governing Board members for their active role and contribution in providing strategic direction for HID Forum. We also take pleasure in welcoming new board members Prof. Lakshmi Lingam and Ms. Shwetha Kumar to our board.

# Overview of the year



2018-19 was an exciting year for us at HID Forum. We continued on our journey with critical stakeholders and issues that are close to us, made new connections and engaged in diverse collaborations. The year was also marked with new learnings for us as an organisation.

We continue our work under key partnerships and with using multi-pronged strategies enabling us to support our partners to be effective and adaptable.

We collaborated with a total of 18 organisations during 2018-19 under various strategies and partnerships, some with accompaniment support and others through our strategic partnership with other civil society organisations.

## List of organisations we engaged with during 2018-19

#	Name of the Organisation	Location
<b>I. Limited Partnership</b>		
1	<i>Thamate</i>	Tumakuru, Karnataka
2	<i>Garment Mahila Karmikara Munnade</i>	Bangalore, Karnataka
3	<i>Karnataka Sexuality Minority Forum</i>	Bangalore, Karnataka
4	<i>Ebenezer</i>	Bidar, Karnataka
5	<i>HELP</i>	Davanagere, Karnataka
6	<i>Sahara</i>	Kalburgi, Karnataka
7	<i>MWF</i>	Delhi
8	<i>Neralu Beedi Workers' Union</i>	Davanagere, Karnataka
9	<i>Dalit Human Rights Forum</i>	Karnataka
10	<i>Sadhana Mahila Sangha / Janasahyog</i>	Bangalore, Karnataka
11	<i>Dhwani Foundation</i>	Bangalore, Karnataka
12	<i>Jattu Trust,</i>	Vizianagaram, Vishakapatnam, AP.

13	<b>Mobility India</b>	Chamarajanagar, Karnataka
14	<b>Trust Community Livelihoods,</b>	Lucknow, UP.
15	<b>Biswa Gowri Charitable Trust</b>	Bangalore, Karnataka

We have worked with a total of 18 organisations of which 12 organisations were supported under institutional building through accompaniment strategy, 3 organisations under the servicing strategy and we continued our collaboration with 3 organisations as part of the Strategic Partnership to offer different programmes for the sector. Our partner organisations work with grassroots women's organisations, sex workers, tribal community, Dalits and vulnerable groups like disabled persons and so on.

Out of the 12 accompaniment support, 11 are from Karnataka and 1 from Andhra Pradesh. Our engagements with each of our partners offered us unique experiences and have enhanced our learning. We worked with a range of organisations in terms of nature and size - NGOs, CBOs, People's Organisations and support organisations.

We are very happy about the co-implementing work with our partner Thamate in working with manual scavengers in Tumakuru district. This has been a fruitful engagement in strengthening the manual scavenger network and creating various ways of working with the community.

As part of our strategy of people and institutional competencies building, we offered diverse learning platforms to various individuals from the sector. We offered the 6<sup>th</sup> batch of Leadership for Social Transformation .

Under our servicing strategy, we supported 3 organisations in strengthening their strategic direction and leadership. These small and mid-sized organisations were from diverse work areas and included an organisation that works on livelihoods, an organisation that works on disability and one that works on youth.

Under our strategic partnerships, we have long standing associations with Trust for Development Services (TfDS) and Group Relations India (GRI). In collaboration with GRI, we offered a programme on 'Listening to the Unconscious in self, groups and Systems (LTTUC), a Group Relations Conference (GRC) and two Introductory workshops on understanding unconscious. We collaborated with TfDS to offer a programme on Theory of Change in organisations.

We are happy and excited to have brought out a manual for the CLP programme and released it later in the year.

We would like to thank all our partners for making this year meaningful.

Team HID Forum

# Details of our work

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## I. Limited Partnerships:

These are short term partnerships limited to working on specific issues and with mutually agreed upon objectives. Currently our Limited Partnerships are with grassroots organisations and women's organisations focusing on issues of identity, dignity and diversity.

Many organisations find it difficult to undertake institutional building due to financial and other resource constraints. HIDF mobilises resources to the best of its ability for such organisations. However, some of the partners do have some financial resources to contribute to the partnership.

We supported 12 organisations in the last year. They broadly fell under the following organisational types and thematic:

Informal economy

largely community based organisations working with *beedi* workers, garment sector workers and construction workers.

Entitlements based organisations

## Needs of the organisations:

There was a wide array of institutional building needs among the partner organisations. Thematic experts were brought in where specialised understanding was required. Most of the organisations were small and mid-sized systems and a few were large networks and membership-based organisations.

Following is a consolidation of the areas of institutional building needs of the partner organisations:

- Strengthening identity of the organisations.
- Enhancing leadership capacities.
- Increasing awareness on labour rights and laws.
- Strengthening of CBO through capacity building for members
- Incubation support.
- Institution building appraisals of partner organisations in Karnataka that works with sexuality minority, *Adivasis* and Dalits, women and disability community.
- Strengthening of programmatic interventions in working towards prohibition of manual scavengers.

## Areas of Human and Institutional Development (HID) intervention:

The Limited Partnership approach includes a spectrum of strategies that we deploy based on the needs of organisational systems. These include accompaniment support, capacity building, fellowship support and so on. In 2018-19, the HID interventions made among our partner organisations can be consolidated as follows:

1. Strengthening civil society organisations for effectiveness
  - Institutional Building / Organisation Development / Organisational Capacity Assessment - needs appraisal of partner organisations.

- Co-creating interventions that result in strengthening the partners and increasing their effectiveness. This also involved establishing OD groups in partner organisations.
  - Support membership based People's Organisation in moving towards being independent from incubation.
2. Support in conceptualisation of people's organisations and clarifying the role of promoting organisation. This has been an exciting area of engagement, where HIDF role was to facilitate the promoting agency to understand its ecosystem of work with CBO.
  3. Providing programmatic support to partners in strengthening their engagements with community and impacting lives.
  4. Capacity Building of individuals and organisations. As part of this strategy, HIDF offered various programmes in collaboration with strategic partners on unconscious, theory of change and perspective building on peace building.

### **Highlights and experiences:**

#### **A. Large systems:**

- Our engagement with the CBO involved providing capacity building on leadership, increasing their membership, and facilitating OD appraisals. Changes in the CBO's context has impacted the OD work and pushed other priorities forward. This sudden change in context of working has made us realise the importance to keep the communication loop open.
- With some CBOs we approached the OD process through the leaders who started it. The OD process require them to be transparent and accountable which creates various conscious and unconscious resistance to change.
- There is also inter-organisational relationship of some CBOs that make it difficult to exercise autonomy. Systems are dependent on the charismatic leadership in CBO make it difficult for members to co-own. We have also had to let go of one such organisation respecting their autonomy.
- We are also happy about our engagement with a partner in Andhra Pradesh in institutional building. It is a humbling experience to understand the various unconscious processes that affects organisations and its leaders.

#### **B. Small and medium systems:**

- Our engagements with small and medium systems involved programmatic support, accompaniment through HR support, institutional building support, designing and facilitating strategic planning and strengthening organisational identity.
- HID Forum and Thamate collaborated last year to work with the manual scavenger community in Tumkur district. We collaborated with Thamate again this year, to take up an institution building agenda for a state level forum for manual scavengers.
- We facilitated strategic planning processes for few partner organisations. Some organisations reached out support in clarifying its purpose and various programmatic initiatives. Some partners have reached out for specific leadership building and facilitation skills.

- We worked with a support organisation in Bangalore which provides support to 25 partners in Karnataka. Through workshops, we provided capacity building support on strengthening governance to senior leaders and operational managers of the partner organisations.
- Another organisation located in Bangalore provides support to a sex workers organisation / CBO. In collaboration with the organisation, we designed and facilitated capacity building workshops on communication & feedback and documentation of organisational learnings for the CBO.
- We offered HR support to certain partners to strengthen their programmatic interventions. These HR holders are in many cases facilitating the development of people's organisations. As part of our commitment, we offered 3 such support:
  - A HR support was offered to an individual who works in a partner organisation in Delhi. The organisation has developed and deepened by involving the personnel in looking into its various institutional building needs. The staff is also supporting in strengthening the organisation's programmatic approach. As part of the support, the partner organisation has developed a strong strategic direction for its programmes in the coming years and has offered various programmes like a colloquium on women who successfully defied stereotypes and so on. We are happy that it has also resulted in HIDF collaborating to offer such programmes in Karnataka and scaling it further.
  - We offered a HR support to a partner organisation in Gulbarga district. Through the initiative, the organisation successfully initiated the establishment of a people's organisation of construction workers. HID Forum has been co-journeying with the organisation in this intervention, providing an understanding of the initiative and facilitating interventions to address the CBO's capacity building needs. Through the partner organisation, HIDF played a critical role in helping create the right environment, in facilitating the role of promoting agency, and in providing support during its infancy stage. This has moved to the next level of strengthening the EC on various aspects of strengthening the organisation.
  - The 3<sup>rd</sup> HR support was offered to an educator in Koppal district who works for the causes of local *Devadasi* women. Under the initiative, the educator mobilised *Devadasi* women from around 15 villages to come together and form a platform for their capacity building. Our focus is to enable the educator to become a point person in Koppal for engaging with Dalit *Devadasi* women.

On the whole, our work with the HR initiative and their organisations has helped us gain a multilayered understanding of the sector, the issues faced and the types of institutional building interventions required for such organisations. Through these experiences we have been enriched with learning about the spectrum of development needs in the sector.

#### **Overall Impacts of Limited Partnership:**

Most of our work in institutional building was focused on system change like strengthening systems in organisations, while some other aspects focused on vision, mission, and strategy development.



We also provided support in interventions around strengthening the programmatic approach of partner organisations. Following are some major impacts of our work under limited partnerships:

- Facilitating and supporting 4 partner organisations to successfully strengthen their work. Partners were able to reach out to nearly 2000 members of the community to access their entitlements and to provide support during instances of domestic violence, property, land related, accident cases, harassment from husbands, maintenance related cases, divorce cases, cases of sexual offences on children under POSCO and cruelty against wife, and so on.
- Facilitating the strengthening of 8 civil society organisations through the development of strong systems, responsive structures, a proactive board, and clear change maps to guide the organisations. The partners now have a greater understanding of change, have developed stronger systems of planning, clearer strategic direction and areas for engagement, stronger programmatic approaches. The engagement has also resulted in increased involvement of the board in responding to the needs of the organisation.
- Facilitating and strengthening of 4 organisations in community interface. This has been through taking up issues of programmatic development of select partners, particularly in identifying active community leaders to develop from within the community, strengthening the engagement, and organisational programme direction. The engagements have resulted in partners identifying active community leaders. Discussions with these leaders have brought in greater ownership and stake in the interventions of the organisations. The partners are now planning to build capacities of the community leaders for them to be able to take on the agenda of community.
- Facilitating the successful establishment of a people's organisation by a partner organisation and clarifying both their roles. We believe that this engagement and support has enabled the people's organisation to slowly but firmly establish itself as an agent for working for the workers, has increased the promoting agency's understanding of development perspectives through capacity building and has created the conditions needed for growth of the CBO. This engagement has also helped in discussing issues of poverty, inequality and reasons for it.
- Notable impacts of our engagements with 4 large systems included strengthened governance and membership. We are happy that we are able to put our thoughts and experiences into developing a typology.

## **II. Strategic Partnership:**

These are broader, long term institutional partnerships on specific themes with focus on extending HID opportunities for the social development sector. In such partnerships the institutions involved, contribute their specific expertise and human and material resources. Specific roles that each organisation will play in every engagement are clearly defined and agreed upon. Strategic partnerships can involve more than two institutions to work on a particular theme. During the year we offered various programmes and learning events in collaboration with Group Relations India (GRI) and Trust for Development Services (TfDS).

### ***1. Workshop on Listening to the Unconscious (LTTUC):***

HIDF collaborated with Group Relations India (GRI) to offer 1 LTTUC programme. This programme has been designed to be offered to a mixed group from the social sector as well as corporate organisations. The main task of these workshops is to provide a conceptual base on how

unconscious processes in 'self' impact groups and society. Having a mix of members from different backgrounds provides unique opportunities to examine one's unconscious projections on the 'other' and how this impacts groups that one is a part of.

### **2. Group Relations Conference (GRC):**

HIDF collaborated with GRI to offer 1 GRC with the theme 'Meeting the Other, Meeting Oneself: fear and longing in working with difference'. The programme was well received.

### **3. Introductory workshop on understanding unconscious in self and groups:**

For the first time, GRI and HIDF collaborated to offer two introductory workshops on understanding unconscious in individuals and groups. This was aimed to increase awareness among civil society organisations to access unconscious events. We are happy that both workshops in Bengaluru and Dharwad were received well.

### **4. Theory of Change (ToC)**

HID Forum in collaboration with Trust for Development Services (TfDS) offered workshop on theory of change was offered for select civil society organisations. We felt that many committed and passionate organisations are working with less understanding of the expected change and the inter relationships of various process in social transformation. 5 organisations participated in this workshop.

### **III. Servicing:**

HIDF provides need based services to many organisations. Under this approach, we successfully engaged with 3 partners of various organisations. We are very appreciative of the lives and communities they touch through their work. Following are the HID needs we identified in the partners organisations and the interventions we made.

- Clarifying strategic direction and developing a strategic plan for the organisation on livelihoods.
- Clarifying the organisational purpose and mission and facilitating the changes to the objects of Trust Deed.
- Support in developing a strategic plan for a federation of disabled people's organisations.

### **Highlights / Experiences:**

1. An organisation that works with development delay and autism spectrum children reached out for support in clarifying the purpose and mission. Through dialogues with Trustees and meetings, the organisational Trust Deed and its objects were relooked and necessary changes were articulated.
2. Another large system working with the disability community invited us to provide support to its disabled people's organisation in developing a strategic plan. This engagement was enriching as the people's organisation comprised of members with multiple forms of disability including visual impairment.
3. Another organisation that approached us to facilitate clarifying its strategic direction and develop strategic plan. This engagement was a humbling experience as the members displayed complete passion and commitment to the process. They spent extended amount of time to completely discuss the nuances of what changes could mean.

**Impact:**

Most of our work on institutional building involved developing institutional building needs for strengthening organisations, and strategic direction.

Following are some major impacts of our interventions:

- Two organisations have clear identified direction the organisations want to move forward. The process also produced a tentative strategic plan for the coming years.
- The members of the disabled community establishing their own federation was a key highlight in our engagement, as the federation now has a strategic plan for 3 years with expectations from the promoting agency.

**Research and knowledge building:**

Research and knowledge building is a theme that cuts across our work. All our research is based on our experiences with grassroots organisations and organisations working with the most vulnerable communities. We think that there is a dearth of knowledge products and articles on several HID themes in the context of the development sector and hence developing such practice- based articles and research is critical for our work. As part of this engagement, we have initiated a livelihoods analysis of the most vulnerable communities in Davanagere, Gulbarga and Bidar districts. Apart from this, we have been able to develop typology of working with people's organisations.

**Learnings and Challenges:**

- It has been a very humbling and enriching experience for us this year to work with partners functioning in the regions with high vulnerability due to socio cultural situations and inadequate facilities. These are the areas and constituencies which are affected by high income disparities, difficult livelihood opportunities, social exclusion and low acceptance. The experience brought us to the realisation of the need to engage in-depth with community based organisations.
- We are reminded about the role of civil society organisations by the openness of the partner organisations to the need for change. Our appreciation also comes from the fact that these organisations bring so much passion and empathy to work with the type of communities they work with.
- Identifying community leaders to build community leadership have been a challenge for us, particularly since the community has not been approached by mainstream agencies. We believe that this arena of work has to be tentative and our approach very flexible. It is a matter of learning- on- the- job for the team with constant dialogue.
- There has been an increased awareness and enthusiasm among vulnerable communities to better their situations. This year we have been able to take up various issues pertaining to women such as domestic violence and harassment. We are happy about the interventions from our partners in this direction.
- We are engaged in strengthening diverse people's organisations like those of construction workers, the sexuality minority community, manual scavengers, Dalits, Tribals and so on. A challenge for us is to be focused on the different development levels, needs and expectations of these various groups given the programmatic pressures and changes in their contexts.
- Many organisations now carry a project based identity. On the parallel, there seems to be growing work in the area of governance strengthening. Given this scenario, it is critical to

develop sponsorship from civil society organisations to strengthen governance, to remain adaptable and relevant. This trend also puts us on the path to develop strategies for such a change among organisations. Diversification of board, increasing the engagement of the board, and re-looking at vision, mission and values seem to be a theme cutting across some organisations. The need for clarifying boundaries and roles of board engagement seems to be the need particularly of smaller systems and community based organisations / people's organisations.

- The role of leaders of CBOs is at times, unconsciously building a dependency model with the members, thereby creating situations where second line leadership becomes difficult. This in turn has affected the collective processes. A challenge is to engage with leadership effectively to develop a collective reading of the needs for institutional building agenda. We have faced situations where, when we raised such issues with the leaders, the institutional building process was withdrawn or delayed. We take this as a learning.
- Another challenge has been where CBOs who have been supported by projects facing difficulty in educating the community to take greater ownership. The practice of offering some small support to selected leaders has created an environment where more leaders are in need of such support which is unavailable.
- It is essential as a forum for us to provide support to committed organisations that are in pursuit of facilitating people's organisations of vulnerable communities. These are organisations that have very limited support to hold necessary staff.

# Annexures

## OUR PEOPLE

### Our Board:

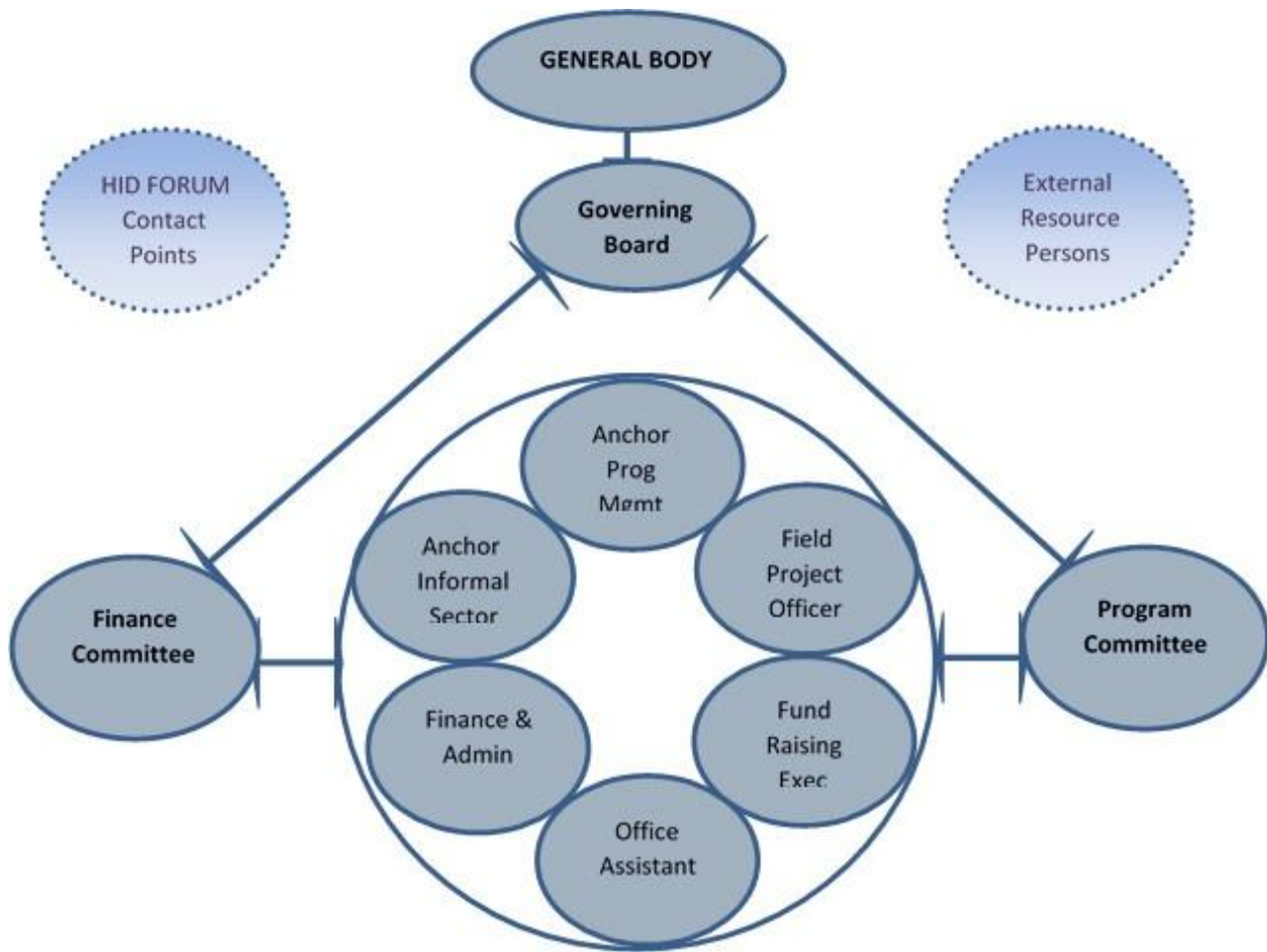
HID Forum functions through a collaborative and inclusive culture, with professionals from diverse backgrounds. This enables HIDF to be responsive, creative and offer the type of support needed in the sector. Following are the board members of HIDF:

#	Name	Position	Professional details
1	Gagan Sethi	Chair Person	Development educator, with expertise in human and institution development and gender. He co-founded Janvikas and incubated 12 other reputed civil society organizations. He is on the governing boards of an impressive number of civil society organizations, facilitating their strategic board governance.
2	Dr. Anuradha Prasad	Member Secretary	Founder Director of HID Forum. She is a 'Human Process' professional; a Professional Coach, Tavistock methodology of understanding unconscious processes. She has held positions of Dean (Social Development) and President of India Society for Applied Behavioural Science (ISABS), and is currently Trustee of Group Relations India (GRI) and the President of Kutch Mahila Vikas Sanghathan.
3	Ms. Sanmita Kamat	Co-Chairperson	Sanmita comes from a strong corporate background having held various positions in leading corporates like Walmart International, Tata Medical Center, Globus and Westside. She has worked with organisations like CRY as Associate General Manager and ICCO as Head of CSR and Sustainability.
4	Prof A. Uday Bhaskar	Co - Member Secretary	Prof Uday holds a Ph.D from IIT - Delhi and Masters degree in PM&IR. He is currently an Associate Professor at the Institute of Management Technology, Ghaziabad. He has been associated with a large number of MDPs for public and private sector clients like GMR Group, EIL, Indian Oil Corp, NTPC, FAB India, Hero Honda, Hindustan Zinc Limited, Indian Economic Service, and more. He has authored many articles in leading journals and conferences.
5	Dr. Lakshmi Lingam	Member	Professor at the Tata Institute of Social Sciences for the past 28 years. She is a teacher, researcher and an activist on gender and human rights. She is on the Curriculum Advisory Boards of several Women Studies Departments in Indian Universities as well as Technical and Ethical Advisory Board member of several NGOs. She was a member of the National Resource Group of the Government of India, Mahila Samakhya program under the Ministry of HRD.
6	Dr. Rita Naronha	Member	A retired professor, Rita taught social work at the School of Social Work, Roshini Nilaya, Mangalore, Karnataka. She has held board positions in the Centre for Development Studies and Education, KROSS and other institutions.
7	Ms. Shwetha Kumar	Member	Shweta is a HR professional with 19 years of experience in HR Consulting and HR Management. She has worked across different countries, industries and organizations. She is passionate about the infinite potential of human transformation and her defining personal values are authenticity and a never-ending pursuit of excellence.

**Our team:**

SI No	Name	Position
1	Ms. Anjali Lal	Anchor - Informal Sector
2	Ms.Remya Prasoon	Finance and Administration Executive
3	Mr. Chandrashekhara H R	Field Programme Officer
4	Ms. Manjula	Office Assistant
5	Mr.Venkatesh Prasad	Anchor Programme Management

**Structure and management**



G&A-Governance & Accountability

M&C-Media & Communication

## Compliance Report – Credibility Alliance Norms

### Identity

- HID Forum is registered as a Society with The Registrar of Societies, Bangalore - Registration No. 326/02-03 dated. 18.07.2002
- MOA available on request
- HID Forum is registered under Section 12A of the Income Tax Act, 1961 – Registration No. DIT (E)/12A/Vol.I/H-379/02-03,
- HIDF is recognized under Section 80G of the Income Tax Act, 1961, DIT(E)/BLR/80G@/167/AAATH2780G/W-1/2007-08 for the period from 01.04.2007 – 31.03.2010
- HID Forum has been allotted Permanent Account No. AAATH2780G by Income Tax Dept
- HID Forum has been allotted Tax Deduction Account No. BLRH017870 by Income-Tax Officer, TDS, Bangalore
- HID Forum is registered under section 6 (1) (a) of the Foreign Contribution (Regulation) Act, 1976 - FCRA No.094421188 dated. 21.09.2005 Renewal of Registration no. 094421188 for 5 years with effect from 01.11.2016.

Visitors are welcome to the addresses given on the “contact us” link on our website:  
[www.hidforum.org](http://www.hidforum.org)

### Name & Address of Main Bankers:

IDBI Bank Ltd.,

IDBI House, 58 Mission Road

Bangalore – 560 027

Ph: 080 22279576-79, Fax: 080 22276364

### Mission

“HIDF creates & facilitates spaces for individuals and institutions to learn & grow together; accompanies civil society organisations, builds competencies and supports systemic change through grassroots and policy level interventions”.

We provide space for learning, sharing, and experimenting in a way that the best tools and technology are made available to the constituency at least possible costs.

We have made the forum an exciting place to be associated with. There is passion for excellence and a culture of mutual appreciation with minimal hierarchy and a tremendous sense of ownership



## **Governance:**

### **Details of Governing Board members 2018-19**

<b>#</b>	<b>Name</b>	<b>Age</b>	<b>Sex</b>	<b>Position on Board</b>	<b>Area of competency</b>	<b>Meetings attended</b>
1	Gagan Sethi	64	Male	Chairperson	Governance and Organisational development	1
2	Dr. Anuradha Prasad	63	Female	Member Secretary	Organisational Development and gender mainstreaming	1
3	Dr. Rita Noronha	70	Female	Member	Social work. Teaching & Research	1
4	Ms. Sanmita Kamat	43	Female	Member	CSR and Sustainability	1
5	Dr. A Uday Bhaskar	44	Female	Member	Human Resource Management	0
6	Dr. Lakshmi Lingam	61	Female	Member	Gender, Research and Teaching	1
7	Ms. Shwetha Kumar	42	Female	Member	Human resource Development and Management	1

- The HID Forum Board met once in the fiscal year 2018-19 on 4<sup>th</sup> December 2018.
- Minutes of the Board Meeting are documented and circulated.
- A Board Rotation Policy exists and is practiced.
- The Board approves programmes, budgets, annual activity reports and audited financial statements. The Board ensures the organization's compliance with laws and regulations.

### **Accountability and Transparency**

- No remuneration, sitting fees or any other form of compensation has been paid since inception of the Forum to any Board member.
- No honorariums paid for consultancy services of Board Members.
- No other reimbursements have been made to any other Board member.
- Total cost of national Air travel by all during the year: Rs.12,096/-
- Total cost of international travel by all staff during the year: Nil

### **Staff Details (as on March 31, 2019)**





<b>Gender</b>	<b>Paid Full time</b>	<b>Paid Part time</b>	<b>External Resource persons</b>	<b>Unpaid Volunteers</b>
Male	1	1	0	0
Female	3	0	0	0

**Distribution of staff according to salary levels (as at March 31, 2019)**

<b>Slab of Gross Salary(in Rs.)Plus benefits paid to staff</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<5000	0	0	0
5,000 - 10,000	0	1	1
10,000 - 25,000	1	0	1
25,000 - 50,000	0	1	1
50,000 - 1,00,000	1	1	2
1,00,000 >	0	0	0
<b>Total</b>	<b>2</b>	<b>3</b>	<b>5</b>

**Total cost of international travel by all staff during the year: - NIL-**

**Audited Financial Reports:**

<b>HUMAN AND INSTITUTIONAL DEVELOPMENT FORUM (HIDF)</b> # 21/4, Prakriya, 2nd Cross, 1st A Main, Atmananda Colony, Sultan Palya, R.T.Nagar Post, Bangalore - 560032 <b>CONSOLIDATED BALANCE SHEET AS AT 31.03.2019</b>		
<i>Amount in ₹</i>		
<u>LIABILITIES</u>	Schedule No.	As on 31.03.2019
<b>FUND</b>		
a. Utilised Fund	I	30,34,048
b. Corpus Fund	II	23,48,700
c. General Fund	III	9,42,249
d. Earmarked Fund	III	12,37,064
<b>CURRENT LIABILITIES</b>		
a. Project Fund	IV	1,81,755
b. Duties and Taxes		36,425
<b>TOTAL</b>		<b>77,80,241</b>
<b>ASSETS</b>		
<b>FIXED ASSETS</b>		
	V	30,34,048
<b>CURRENT ASSETS</b>		
a. Tax Refund Receivable		2,24,870
b. Other Current Asssets		63,553
c. Cash at Bank:		
In Savings Account		93,343
In Current Bank account		23,664
In Deposit account		43,27,359
d. Cash in Hand		13,404
<b>TOTAL</b>		<b>77,80,241</b>
<p>For HID FORUM</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  <p>Anuradha Prasad (Member Secretary) Place: Bangalore Date : 24/07/2019</p> </div> <div style="width: 45%; text-align: right;"> <p>As per our report of even date</p> <p><b>For G Anantha &amp; Co.</b> Chartered Accountants Firm Regn. No. 0051605</p>  <p><b>Rani.N.R</b> (Partner) Membership No. 214318 UDIN : 19214318AAAACM6431</p> </div> </div>		





**HUMAN AND INSTITUTIONAL DEVELOPMENT FORUM (HIDF)**

# 21/4, Prakriya, 2nd Cross, 1st A Main, Atmananda Colony, Sultan Palya, R.T.Nagar Post, Bangalore - 560032

**CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2019**

	Schedule No.	Amount in ₹	
		RESTRICTED	UNRESTRICTED
<b><u>INCOME</u></b>			
<b><u>PROJECT INCOME</u></b>			
Grants recognised as Income		64,17,225	
<b><u>OTHER INCOME</u></b>			
Donations			3,81,549
Interest from Bank			2,97,827
Interest on Income Tax Refund			3,340
<b>TOTAL</b>		<b>64,17,225</b>	<b>6,82,716</b>
<b><u>EXPENDITURE</u></b>			
<b><u>PROJECT EXPENSES</u></b>			
	VI	64,17,225	
<b><u>OTHER EXPENSES</u></b>			
Programme Costs			4,95,847
Staff welfare			2,00,587
Capacity building workshop			1,85,260
Depreciation	V		3,45,850
Excess of Expenditure over Income for the year transferred to General Fund			(5,44,829)
<b>TOTAL</b>		<b>64,17,225</b>	<b>6,82,716</b>

For HID FORUM

Anuradha Prasad  
(Member Secretary)

Place: Bangalore

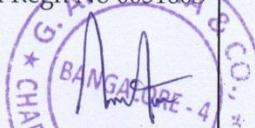
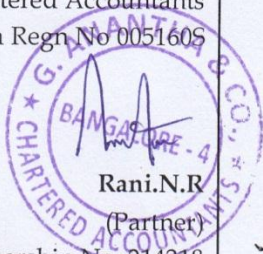
Date : 24/07/2019

As per our report of even date

**For G Anantha & Co.**

Chartered Accountants

Firm Regn No 0051605

**Rani.N.R**


(Partner)

Membership No. 214318

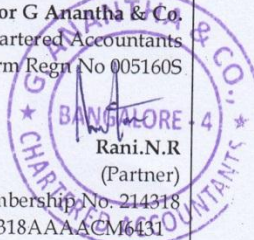
UDIN : 19214318AAAACM6431

<b>HUMAN AND INSTITUTIONAL DEVELOPMENT FORUM (HIDF)</b>			
# 21/4, Prakriya, 2nd Cross, 1st A Main, Atmananda Colony, Sultan Palya, R.T.Nagar Post, Bangalore - 560032			
<b>CONSOLIDATED RECEIPTS AND PAYMENTS ACCOUNT FOR THE PERIOD 01.04.2018 TO 31.03.2019</b>			
<i>Amount in ₹</i>			
RECEIPTS	As on 31.03.2019	PAYMENTS	As on 31.03.2019
<b>Opening Balance</b>			
Cash Balance	7,428	Accompaniment to projects	30,62,758
Cash at Bank:		Knowledge Building	49,500
Current Account	10,764	Staff remuneration	21,37,872
Savings Account	28,279	Project Administration	5,58,147
Deposit account:	48,67,687	Capacity Building	12,99,985
		Staff welfare	2,00,587
			-
Project Grants	61,83,864	Advances & Payables	93,286
Donations	3,81,549	Duties and Taxes	3,193
Interest received on Fixed Deposits	2,96,034		
Interest received on Savings Account	10,203		
Interest on Income Tax Refund	3,340		
Income Tax Refund	73,950		
		<b>Closing Balance</b>	
		Cash in hand	13,404
		Cash at Bank:	
		Savings Account	93,343
		Current Account	23,664
		In Deposit account	43,27,359
<b>TOTAL</b>	<b>1,18,63,098</b>	<b>TOTAL</b>	<b>1,18,63,098</b>

For HID FORUM

*Anuradha Prasad*  
  
**Anuradha Prasad**  
 (Member Secretary)  
 Place: Bangalore  
 Date : 24/07/2019

As per our report of even date

For G Anantha & Co,  
 Chartered Accountants  
 Firm Regn No 005160S  
  
**Rani.N.R**  
 (Partner)  
 Membership No. 214318  
 UDIN : 19214318AAAACM6431